REPUBLIC OF IRAQ
National Committee for the Preparation
for the Nairobi International Conference
15-26 July 1985

GENERAL REPORT PRESENTED TO NAIROBI INTERNATIONAL CONFERENCE

Review and Assessment of the Achievements of the United Nations Decade for Women

Equality - Development - Peace

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INTRODUCTION

At the request of the Preparatory Committee for the Nairobi World Conference 1985, a national committee was formed in Iraq to prepare for the conference. Various governmental departments are represented on the committee and the General Federation of Iraqi Women (GFIW), the sole representative of Iraqi women, acts as coordinator. Since its inception, the committee has been participating in the conference. It started by examining and analyzing the questionnaire sent by the Preparatory Committee for the Nairobi World Conference to governments in mid-1983, covering various aspects of women's status at national level in accordance with the international plan of action announced in Mexico in 1975, and the International Programme of Action announced in Copenhagen in 1980.

The National Committee, headed by Mrs. Manal Younis Abdul-Razak, President of the General Federation of Iraqi Women, contacted all governmental departments and others concerned with the subject of the questionnaire to answer the relevant parts. Several meetings have been held to determine the method of action and explain how the replies should be given. All departments concerned have made considerable efforts to submit the information without delay and have cooperated with the committee by providing the required data. In turn, the committee collated data for

examination and analysis to prepare the final replies and classify them by the sections of the questionnaire. The questionnaire was filled and returned to the Preparatory Committee in Vienna on time. The efforts made in this respect have been exceptional for various reasons, including the size and scope of the questionnaire, which covers all aspects of life. There was a certain degree of overlapping between the questions, requiring exceptional skill in directing the questions to all the departments concerned. In addition, there was the deadline set to complete this comprehensive questionnaire.

The national committee then worked on the national report in two parts. Part One contained a review of assessment of the progress made and difficulties faced in implementing the Mexico International Plan of Action and the Copenhagen International Programme of Action for the UN Decade for Women: Equality, Development and Peace. Part Two covered national strategies for the enhancement of women's status up to the year 2000. The replies to the questionnaire have been basically used as a reference by various authorities in Iraq in order to draw up the report, especially Part Two which highlights the strategies proposed for the advancement of women's status up to the year 2000.

It should also be noted here that in addition to the efforts of the National Committee in preparing for the 1985 Nairobi Conference, the General Federation of Iraqi Women has made considerable efforts nation-wide to inform people and particularly women about the conference and its objectives as well as the importance of the Decade

and its impact on women's status in Iraq and the world. Within this contest and in order to provide the data necessary to prepare the documents relating to the National Report, the General Federation of Iraqi Women has held a number of seminars on topics relating to the objectives of the Decade and their implementation. These subjects include Women and Decision-Making, and Status of Rural Women. The GFIW also took part in the preparatory efforts of the Economic Commission of West Asia (ECWA) and its regional conference in December 1984 in preparation for the 1985 Nairobi Conference which produced an important document on the progress achieved and obstacles in the way of the objectives of the Decade at regional level. The GFIW also called for a gathering of women from various parts of the world on March 4-8, 1985, in which more than 270 international foreign and Arab organizations and individuals representing 67 countries took part to coordinate the views regarding many major issues for women affecting the attitudes towards the development plans and policies pursued in the participants' countries. An important final statement was issued emphasising the significance of the struggle of women to implement what remains of the objectives of the Decade: Equality, Development and Peace through the strategies for the advancement of women's status up to the year 2000. Emphasis was laid on the importance of linking and non-separation of these objectives because of their vital effect on each other.

The General Federation of Iraqi Women also took part in the meetings of the Preparatory Committee for the Nairobi Conference, which were held in Vienna last March,

as part of the preparations for the Nairobi Conference. It also participated in the Non-Aligned Countries' Conference on Women and Development held in Nairobi on April 8-11, 1985 within the efforts of the Non-aligned Countries in preparing for the World Conference in Nairobi.

The GFIW has also prepared a special programme for its work in the Forum to be held in Nairobi, particularly in the media.

Part One of the National Report consists of an introductory chapter containing a review of the status of Iraqi women prior to the 17th-30th July, 1968 Revolution, as well as an outline of the major efforts made from 1968 to 1975, when the UN Decade started, for the improvement of women's status in society on the basis of the values and ideology of the Revolution and the Arab Ba'th Socialist Party. Chapter One outlines the progress achieved for the advancement of Iraqi woman through the UN Decade's objectives: Equality, Development and Peace as stated in the 1975 Mexico Plan of Action and the Copenhagen Programme of Action and its secondary objectives: Health, Employment and Education. The review in Chapter One covers the three main objectives: **Equality** covers the legislative, political, social and economic aspects in public life. **Development** is reviewed in three sections under health, employment and education. Sufficient attention has also been given to the other factors and aspects affecting development efforts in Iraq in connection with the status of women. Peace and the Iraqi women's role in implementing the third main objective of the UN Decade and the extent of its relationship to the other objectives as has been reflected

through the efforts of Iraqi women to pursue development under critical conditions, due to the Iraq-Iran War.

Chapter Two reviews the role of the General Federation of Iraqi Women as a non-governmental women's organization for the advancement of women's status in accordance with the objectives of the plans drawn up for Iraqi women. Development plans for Iraq are also reviewed in addition to the Federation's objectives relating to women's status and enhancing their effectiveness and total integration in development for raising their social and economic level.

Economic development deals with women's role in the four main sectors: industry, agriculture, services and trade. The second part of the programme concentrates on political participation and development of the legal status of women. The third part deals with the development of women's participation in decision-making as their role in this respect constitutes a major aspect of the efforts made to enhance women's participation in public life. The fourth part covers the peace objective and consolidation of international peace as well as regional and international cooperation.

INTRODUCTORY CHAPTER

Iraqi society is part of Arab society and both have a common Arab Islamic heritage constituting the historical basis for the development of prevailing social ideas and values as well as suffering involving the whole region during several centuries of political and cultural decline in the Arab world. Like the rest of the Arab world, Iraq also suffered from Western imperialism with its distortion of economic structures and social values. Western culture and values were imposed on society in addition to deepening divisions between classes. Indeed, Islamic cultural heritage, with its progressive ideas and supreme humanitarian values, has constituted a fundamental defensive barrier preserving advanced values and intellectual as well as behavioural attitudes reflecting the originality of Arab society despite the factors of distortion and backwardness during several centures of imperialism. These conditions were reflected on women's status in society too. Women once enjoyed a high status in Arab society and Islam confirmed this fact and even enhanced their position. They also had equal rights and duties before God and the divine law. It was society's task to protect, educate and look after them at all stages of their life. Woman's right to choose her faith and her husband was recognized by Islam which approved her rights to elect the ruler, take part in debates and express her views on all aspects of life within a balanced social organization guaranteeing her rights and dignity.

This sound historical ideological basis gave women a status which decayed during the centuries of decline which were characterized by the influence of foreign cultures and domination of intellectual effects and values of various societies which have affected Arab Islamic society. However, despite the decline of the whole society, women preserved their right to their names and descent as well as their right to possess property and do what they want with what they possess. Even in the age of decline there were women who wished to learn about religion. Indeed, woman still maintained an important weapon for self-defence, namely the rights preserved for her by Islamic law.

The era of political decline had a direct impact on women's social isolation because of the repeated barbaric invasions, conflicts, hostilities and lack of stability leading to social reactions represented by the exaggerated isolation and protection of women as well as impact of the values of Western societies towards women as being inferior in those societies infiltrating into Islamic society as a result of contacts. Western imperialism also brought with it reactionary ideas concerning women in the Arab region, reinforcing social isolation, promoting the view that they are not good for work, or generating social reactions calling for the protection of women against Western values, which were considered to be decadent.

The above factors have led to the distortion of the image of woman in Arab society and even her status as defined by Islamic laws. There were interpretations in the same era leading to women's social isolation and domination by man and even depriving them of their human rights

in contradiction not only with the provisions of Islamic law but also with the spirit of Islam and its supreme principles.

When the factors of revival began to affect Arab society, it marked a return to advanced social values, including those connected with women's status in society. Therefore, the Arab women's movement has quickly responded to present revival and rates of progress that have been achieved. The achievements of women in Iraq are unusual. However, when the genuine attitude towards women in Arab society is taken into account, we conclude that the rapid large-scale acceptance of the movement of women's progress is not really an abnormal phenomenon in our society, but rather a natural response to deep-rooted intellectual and behavioural positions which are consolidated by historical, intellectual, ideological and religious factors.

A careful examination of Iraqi society for the purpose of assessing Iraqi women's status reveals that, prior to July 17-30, 1968 Revolution, Iraq underwent periods of backwardness from which society as a whole and women in particular, suffered a great deal. Here, we should stress two major points. First, Iraqi women then were under the influence of two conflicting facts, on the one hand, they were politically highly motivated and had aspirations for radical transformation of their backward conditions, on the other hand, they suffered from brutal ideological oppression on social and legal terms. Second, in addition to oppression suffered by all people under the regimes preceding July 17-30, 1968 Revolution, women, in particular suffered from the worst types of oppression because of their backward-

ness. Indeed, this has been the case in all countries in varying degrees during periods of backwardness. The conditions under which women lived then were mainly responsible for their backwardness. In general, the aspects of Iraqi women's status during these periods can be summed up as follows:-

1. General Aspects:

(a) Women did not take part in decision-making. This led to completely preventing women from taking part in public life at any level, as well as weakening their role within the family.

(b) Women did not have the right to vote or to be elected, i.e., they did not enjoy full rights of citizenship. Looking at the attitudes of former regimes at constitutional and legal levels as regards citizens' rights, we find that women were largely inactive towards public issues, particularly crucial issues affecting the future of the homeland and people, and determination of their future.

One of the main reasons why women were unable to play their role in public life was illiteracy. Although illiteracy was common in society among both males and females, due to their social position, women were the most disadvantaged by illiteracy and the inevitable consequences on the nature and size of the role which women should play in society. Despite the existence of 'Katateeb' (rudimentary single-teacher schools) only a very small number of girls attended them, mainly because of ignorance and reaction-

ary social attitudes. Parents considered that their daughters should merely be prepared for marriage and housework. In addition, there was lack of primary schools for girls. Even when the movement for girls' education began in the 1920's, there were strong storms of social opposition. This led to the fact that there were only a few hundred female pupils in Iraq up to the early of 1930's. Statistics show that the number of girls in primary schools in 1920-21 was 462. The number exceeded 500,000 in 1975-76. Educational opportunities for Iraqi girls were largely restricted to primary education and few continued their secondary and higher education. For instance, there was only one girl student at the College of Medicine in 1938-39.

It should be noted that despite the fact that Iraqi women were deprived of the right to vote and be elected, their high political awareness has enabled them to play a prominent role in the period of resistance to British mandate and in all other popular uprisings.

Active participation in 1920 uprising Iraq's uprising against British rule (1917-21) by rural women who were the most deprived attested to this. They took part in 1930 popular uprising and also against the proposed Portsmouth Anglo-Iraqi Treaty in 1948 as well as protest against the establishment of the Zionist entity on Arab Palestinian territory. Their participation enhanced men's enthusiasm and belief in the need to continue resistance until victory of people's will.

2. Social Aspects:

These are concerned with the essence of social coexistence, and determine to a great extent the shape of social relationships at general and family levels, as well as determining the relationship between society and the process of cultural development of the whole people.

If the other aspects were determined by the general situation the social aspects were confirmed by laws and other official regulations making them firmer and more difficult to penetrate for the purpose of enhancing women's status. The laws of civic status then placed women in positions which did not enable them to assume equal roles. This led to negative social consequences which contributed to a considerable extent to the creation of an unbalanced society characterized by denial of equal opportunities because of sex. An example of these legislations is the Law of Tribal Cases which was characterized by bias against women leading to paralyzing their role and turning them into helpless subordinates of man. Indeed, these laws confirmed extremely backward conditions. The family had the right to interfere in the affairs of the female members of all relatives known as 'Al-Nahwa' was a tribal tradition whereby any cousin of a girl had the right to prevent her marriage to any man except the father's relatives. This affected the life of Iraqi women in these eras, exposing them to traditional social pressures from which they suffered a great deal.

3. Economic Aspects:

As a result of the legal and social situation and general provisions determining the image and status of women in the era of backwardness. Economically, women were subordinate to men making their contribution to the production process disproportionate to their number and this had a negative impact on their economic and social standards. Iraqi economy then was mainly an underdeveloped agricultural economy as the majority of the populution worked in agriculture. Women played an important role in Iraqi economy as family agriculture was the main source of income in Iraqi rural regions then. Women worked side by side with men in the fields in addition to housekeeping and bringing up children. All this was under difficult conditions using primitive methods of work leading to increasing their burdens and responsibilities. Women were not paid for their work in agriculture. The husband had the right to decide how to spend the income of all members of the family. With the spread of education and setting up governmental departments employment of women started but they were paid at low rates. Employment mainly involved educated women. For instance, women employed with post-secondary qualifications were 10% out of the total number of those employed with similar qualifications. 27.8% of the total number of employees with secondary or intermediate school certificates and only 2% of the total number of those employed with primary school certificate or no school qualification were women. Only 5.5% of the total number of those employed in government departments in the same year were women. Statistics show that employment of women in sectors other than agriculture was very

restricted, and that employment rates in general rose in 1940's and 1950's because of expansion in government spending and increasing oil revenues. However, the rates of women's employment were even higher. The annual growth rate of the total number of those employed in governmental departments was 26.4% in 1940's and 18% in 1950's. The percentage for increase of women's employment in the two decades were 29.4% and 23.3% respectively. In 1957, 9.4% of the total number of government employees were women. Rates of increase of women in employment rose higher than those for the total numbers, except in 1960's when 13% of the total number of employees in 1967 were women.

Women with post-secondary school qualifications were 22% of the total number of those with similar qualifications and 27% of the total number of those with intermediate and secondary school certificates but 4% of those with primary school qualifications or no qualifications.

Similar trends continued into the 1970's. Women employed in government departments at the start of the UN Decade for Women were 14.61% of the total number of employees and those with postsecondary qualifications zere 28% of the total number, and those with intermediate school qualifications were 24.8% while those with primary school qualifications or no qualifications were 6.7%.

It is clear that prevailing traditions in addition to the laws and regulations which were valid in the era of backwardness had considerable effect on society in general and women in particular. However, it was not only

traditions and legislation which were to blame for backwardness. There were other causes closely linked to the nature of the regime then in power, which did not concern itself with the women's cause to the extent and their rights approved by Islamic law were not applied to improve their status. For instance, Islamic law guarantee the economic and social rights, securing for them economic independence as well as their social rights and organization of family relationship, especially, those between wife and husband without affecting their basic rights. However, the reactionary outdate and decadent traditions encouraging violation of women's rights in general. Indeed, this was intentional, because any efforts give women their rights would lead to their emancipation and, concequently to the emancipation of society as a whole with all that involved: the adoption of revolutionary values and ideals as well as rejection of decadent traditions and values, thus threatening the regime itself.

The July 17-30, 1968 Revolution led by the Arab Ba'th Socialist Party initiated a new era in which backwardness was uprooted and the foundation of free, socialist and democratic society was laid down. The leadership of the Party and Revolution has quietly worked out a plan with revolutionary objectives to meet the requirements of social development in order to create a new image for Iraqi women enabling them to occupy and equal position with men, thus actively participating in building a new advanced Iraq. What has happened since then is unique, not only in terms of results and implications but also in view of the record time in which the transformation has been carried out. This can be attributed to the following factors:

1. Ability and will of the political Leadership to effect change.

2. Adoption by the Leadership of an ideology and principles derived from the history of the Arab nation and society's conditions and needs.

3. Support by the people of their Leadership representing them and their full confidence in the Leadership's ability to achieve their aspirations.

The theory of women's emancipation inspired by President Saddam Hussein's thoughts within the framework of the ideology of the Arab Ba'th Socialist Party, which the political Leadership has endeavoured to implement, can be summed up as follows:

— Equality between men and women means equality in human value rather than formal equality.

— In his address at the seminar held on January 27, 1977, they discuss the working paper of the General Federation of Iraq Women on increasing women's productivity, President Saddam Hussein said: "We should emphasize equality in rights.. and equality in balancing the rights. We should emphatically reject the view placing women in a subordinate position." Equality, then, does not mean that each task or job undertaken by women. Man and woman have each a distinctive role in life, because of their different natures. President Saddam Hussein said in the above address: "While men excel in the army compared with women,

these excel in bringing up children, and both tasks are major ones in society."

— Equality between men and women in rights for the building of society with joint efforts is one of the major principles of the Party and Revolution. The President has underlined this, saying: "Struggle against the camp of imperialism, Zionism and reactionary forces which employs all means of destruction. Modern science requires a free, educated and committed man. Any isolation of women or restriction of their full participation in society deprives the homeland of half its population and half its intellectual, productive and fighting resources."

— Securing women's rights and job opportunities for them work, creativity and emancipation — one of the major components in the thinking of the Party and Leader. President Saddam Hussein has stressed that: "The full emancipation of women from the fetters of backwardness imposed on the past eras of oppression and dictatorship is a major obstacle of the Party and revolution. Women form half the society and if women are not free and educated our society will remain backward and unfree... we, the Party, the State, social organizations and all departments, are all urged to encourage involving more women in schools, government departments, health, productive, industrial, agricultural, cultural and informational organizations.... we should also wage incessant struggle against all material and psychological obstacles impeding this course."

— There is need to rectify women's status through laws, which should not be hastily introduced. The President has emphasized that women's emancipation should take place in a manner which was balanced with social liberation so as not to lose a significant part of society. Therefore, he stressed the creation of new traditions to replace antiquated ones and facilitate later legislations relating to the legal status of women. He pointed out that: "The creation of new conventions opposed to those which are common now among some sections of society is explained in the Political Report of the 8th Regional Conference of the Arab Ba'th Socialist Party. New conventions should be created to make the majority of people denounce the practices you attack. Unjustified divorce should be condemned on a large scale in society, and so should polygamy."

It is clear that the theory of women's emancipation adopted by the Leadership of the Party and Revolution is based on the conditions and needs of our society as well as on ideals and values derived from our long history, culture and heritage. In application this theory should eradicate outdated and reactionary traditions without changing the inevitable state of balance needed to secure the continuation of the development process in society.

What is needed is providing equal opportunities for women to enable them to benefit from the efforts of development aimed at raising the standards of living, and, therefore, the whole society should endeavour to achieve this. This is what the Leadership of the Party and

Revolution has endeavoured to accomplish since the July 17-30, 1968 Revolution.

This has necessitated, first of all, the revision of many laws and provisions relating to the issue in order to amend them or replace them so as to enable all members of society to benefit from available opportunities to exercise their role in development without discrimination because of sex or other reasons. To create proper conditions to apply the new legislations and provisions, the political leadership of the Party and Revolution has organized responsibilities for education of the masses through explanation and guidance. Mass organizations have actively participated in this field, as they form a link between the Leadership and people by endeavouring to uproot antiquated traditions and implant revolutionary concepts and values as well as explaining their implications and positive impact on society's progress.

The Leadership of the Party and Revolution has introduced a large number of amendments to the Law of Civic Status to protect women's rights and secure their ability to take decisions relating to their life without compulsion or intervention by anybody, on the basis of Islamic law and the rights guaranteed by it but neglected by previous regimes. Among the main amendments are prohibition of marriage contracts outside courts and of forced marriages, granting the wife the right to be separated from the husband, prohibition of polygamy except with court's permission, granting the mother the right to have the custody of the child up to the age of ten, which can be extended, if the child's welfare requires this, to fifteen when

the child has the right to join either parent.

To ensure that women understand their rights as well as their obligations towards society as well as building their new strong character and open-mindedness, the Leadership of the Party and Revolution has paid considerable attention to the education of women at various stages and both in academic and vocational education. Continuous efforts have also been made to eradicate illiteracy in society among both men and women as illiteracy is one of the major causes of continuation of backwardness. Women have also been given access to in-service training to benefit from job opportunities available to them on an equal footing with men.

To make optimal use of available human resources, particularly women, the Leadership of the Party and Revolution has endeavoured to secure women's entry into various fields of employment, including those which were traditionally the monopoly of men, and taking into account the special conditions and requirements for securing women's employment. The services needed by working women have been provided, including day-nurseries and childbirth leave and maternity leave, in recognition of the dual role played by working women and the need to reduce their burden. The Leadership of the Party and Revolution has paid special attention to motherhood and childhood care because of the mother's and child's health needs in addition to securing free health care for all members of the family in order to raise the health standards of society as a whole and secure active participation by every member in building the new society.

The Leadership of the Party and Revolution has also been anxious that, like men, women should enjoy the right to full citizenship, by giving them the right to vote and be elected to parliament to take part in settling crucial issues which concern them and the whole society.

From the above brief account we conclude that the achievements of the July 17-30, 1968 Revolution relating to women were the outcome of three major factors. The Revolution's and Leader's attitude towards women and their belief in the need for their emancipation and improvement of their legal status, the long struggle of Iraqi women and their suffering and definite desire to overcome all causes of backwardness and oppression for many years, and the awareness of all social strata of the importance of the new legal and social status acquired by women and for social development and rapid acceleration of the process of development for Iraq's progress and welfare of its people.

CHAPTER ONE

After reviewing and analyzing the replies by the National Committee to the questionnaire sent by the Preparatory Committee for the Nairobi Conference to governments, the progress achieved towards implementation of the UN Decade's objectives: Equality, Development and Peace, and identification of the obsticles to those objectives can be summed up as follows, especially since the questionnaire concentrated on the progress achieved to improve women's status at national level.

1. Equality:

Equality between men and women does not mean nominal equality but rather equality vis-a-vis human values whose essence is recognition of women's equal status with men. President Saddam Hussein has said: "We call for the equal status of men and women as regards the historical role in building the new society and what this requires of clear practical implications for women's legal, social, political and economic status. While women can not find large-scale and constant opportunities to serve in the armed forces, men, in their turn, can not undertake the job of bringing up children as do women. Thus, whereas men excel in the army compared with women, they excel in bringing up children when compared with men. Both carry out major functions in society."

Legislations by the Revolution have confirmed this recognition. Laws enacted after the July 17-30, 1968 Revolution and covering various aspects of life have a clear objective, namely building up women's new character in general and developing in them the independent decision-making ability. This stems from the personal dimensions of a woman's life and extends to the political decisions she takes on specific political and social issues in order to accomplish real voluntary interaction leading her and the Revolution, too, to further progress.

Equality in basic rights and duties is a constitutional principle in the Interim Constitution enacted on July 16, 1970, Article 19, stipulates that:

A. Citizens are equal before the law without discrimination caused by sex, race, language, social origin or religion.

B. Equal opportunities for all citizens are guaranteed within the law.

The Law of Reform of the Legal System No. 35 for 1977 approved equality between men and women through the new legislations enacted which constitute a legislative revolution aimed at changing the laws to conform with the objectives of the Revolution in creating a new society based on equality.

1. Equality in political rights:

(1) The right to vote and to be elected.

(a) Law of the National Assembly No. 25 for 1980: This Law has given women the right to vote and to be elected as member of the Assembly. Part Two, Section One: Conditions for electors and candidates for membership state that (any Iraqi, man or woman, is entitled to vote and be a candidate for membership provided that he or she meets the conditions stipulated in this law).

Sixteen women out of 19 candidates won seats in the 1980 elections, whereas 33 women out of 46 candidates won seats in the 1984 elections.

(b) Law of the Legislative Assembly of the Autonomous Region (Kurdistan) No. 56 for 1980, Article 13 states that any Iraqi man or woman residing in the Autonomous Region (Kurdistan) is entitled to vote or be elected.'

(2) The right to join political parties: Women, like men, are entitled to join political parties and assume leading roles in parties. The ratios of women to the total number of members in the major political parties in Iraq in 1983 were as follows:

The Arab Ba'th Socialist Party 5.4%
The Democratic Party of Kurdistan 2.5%
The Revolutionary Party of Kurdistan 3.3%

2. Equality in civil rights:

(1) Legal Eligibility:

(a) Iraqi women enjoy full legal eligibility equal to that of man. The Iraqi Civil Law No. 40 for 1951 regulates this on the basis of Islamic law. According to Iraqi Civil Law, women have independent financial status and full eligibility to carry out all legal transactions involving movable and immovable property. Marriage does not affect women's financial status, legal eligibility or family name.

(b) The right to ligitate. Article 63 of the Interim Constitution, Paragraph (B), stipulates that the right to ligitate is guaranteed for all citizens. Thus, women can, like men, make a claim at courts of law of different types, to plead before a court as plaintiff or defendant on one's own behalf or by proxy. As a matter of fact women are employed as magistrates in civil, religious and criminal courts.

(2) The right to assume public posts and exercise public authority. Article 30 of the Oraqi Interim Constitution stipulates the following:

(a) The public post is a sacred task and social service based on faithful commitment which is aware of the masses' interests and rights and their conformity to the provisions of the Constitution and Law.

(b) Equality in assuming public jobs is guaranteed by law. The Law of Civil Service No. 24 for 1960 provides for equality in recruitment for public appointments.

The rate of female personnel in government departments was 20.8% out of the total number of personnel in 1982.

3. The right to apply to government departments, professional unions, and non-governmental organizations.

According to the provisions of the Interim Constitution, Article 9, all effective legislations regulating recruitment secure equality between men and women, including the Law of Labour and laws of federations, associations and boards of administration. The rate of women out of the total number of major trade unions in 1983 was 7.2% and in major non-governmental organizations 18.5% in 1982.

4. Equality in economic rights:

(1) Law of Labour No. 151 for 1971 and its amendments:

The Law of Labour does not only treat men and women equally as regards job opportunities, wages, allowances, and increments, but also gives woman additional rights, taking into account their conditions during pregnancy and following childbirth. Articles 79-80 regulate the hours of their work and giving women the right to childbirth leave and maternity leave as well as facilitating care for their infants

providing for the right to feed them during working house and the right to place them in nurseries at their places of work.

Regulations governing women's employment No. 36 for 1972 prohibit their employment in certain jobs which do not suit feminine physique, sucy as harmful or heavy work or night shift which involve a possible degree of social and health risk.

(2) The Law of Pension and Social mSecurity for Workers No. 39 for 1971 and its amendments:

This law provides for equality between men and women regarding pensions, taking into consideration women's biology, e.g., it gives women the right to have fully-paid child birth leave and maternity leave, and guarantees for them and their infants free health care as stipulated in Articles 45 and 48. They also have the right to retire at the age of 55, five years earlier than the normal retirement age for men, and the right to retire regardless of age if they have worked as long as 25 years, five years less than men, according to Article 65.

(3) Law of Agrárian Reform:

Law of Agrarian Reform No. 117 for 1970, has given women the right to economic independence and the right to acquire land, to reclaim and cultivate on an equal footing with men.

(4) Law of Agricultural Cooperatives No. 43 for 1979:

This law has given women the right to join agricultural cooperatives as equal members to men in all rights and duties specified by the law.

(5) The Law No. 191 for 1975 on Equality in Financial Rights and Duties:

This law has given women the following privileges on an equal basis with men:

— The wife's income is regarded as independent from that of husband.

— Married female employees are entitled to the marriage allowance.

— Children's allowances are paid to female employees if the husband does not receive them.

5. Equality in Educational Rights:

(1) The Law of Compulsory Education No. 118 for 1976.

This law has made education compulsory for children of both sexes between 6 and 10. Thus, equality in education has been guaranteed up to the end of primary education. In addition, the Revolutionary Command Council's Resolution on Free Education provides for free education at all stages and for both sexes with the State paying all the expenses of education.

(2) The Law of the National Comprehensive Campaign for Compulsory Literacy No. 92 for 1978.

This law makes it compulsory for every illiterate citizen, male or female, between 15 and 45 to attend literacy centres.

(3) The Revolutionary Government does not discriminate between the two sexes as regards admission to various fields and specializations of higher education at various levels. In addition, females are helped to study subjects which are more suitable to them.

(4) Non-discrimination between the two sexes is applied in the policies of admission to post-graduate studies, and scholarships.

6. Equality in Social Rights:

(1) The Marriage Contract:

Woman have equal rights before men before law in choosing their spouse and concluding the marriage contract, as stipulated in the Law of Personal Status No. 188 for 1959 and the Second Amendment of the Law of Civic Status No. 21 for 1978 and later amendments:

(a) An individual, male or female, should, in principle, be eligible for marriage, i.e. to be in sound mind and aged 18 years, as stipulated in Article 7 para 1.

(b) An individual who has completed fifteen years of age may get married with the approval of the legal guardian and permission of the magistrate as stipulated in Article 8.

(c) The marriage contract should be concluded at court and those who do not abide by this are penalized as stipulated in Article 10, para. 5.

(d) To marry a second wife without permission of court is a cause for separation as stipulated in Article 40, para. 5.

(e) Forced marriage is void if not consumated, and there is a penalty for the perpetrator as stipulated in Article 9, paras. 1 and 2.

(f) Marriage outside court by coercion, accompanied by consummation, is regarded as cause for separation, because it is not acceptable to force a wife to live with a man she is forced to marry as stipulated in Article 40, para. 4.

(2) Inheritance:

(a) Article 90, para. 2 of the Law of Personal Status stipulates that "if the deceased has no son, the daughter or daughters are entitled to the rest of the inheritance, after deduction of the share of the parents and other spouse, and the whole inheritance if they do not exist."

(b) The Eighth Amendment of the Law of Personal Status has added to Article 89, para 4 which stipulates that "the sister has exactly the same status as the brother as regards inheritance."

(3) Custody and Guardianship:

Article 75 of the Law of Personal Status contains provisions on guardianship securing the minor's interest and the mother's fundamental role in bringing up the child. The mother is regarded as more entitled to custody of the minor in all cases unless it is against the minor's interest in which case she loses the custory of her child.

Article 34 of the Law of Care for Minors No. 78 for 1980 provides for priority to the mother in guardianship to secure the minor's interest.

The Law of Social Welfare No. 126 for 1980 provides for equality between men and women as guardian of the family. Article 15 stipulates that "for the purposes of this law, the guardian of the family shall be the husband or wife or the eldest son if the two parents are dead."

To sum up, women have achieved major progress in consolidating their equality with men and have taken concrete steps to develop their decision-making ability. This is clearly relfected in their social, scientific, vocational and professional advancement compared with the era prior to the July 17-30, 1968 Revolution. Although, Iraqi women have rarely been cabinet ministers, they have increasingly been taking part in national, Arab and international confer-

ences dealing with science as well as political, social, economic, administrative, professional affairs and women's issues, providing real indications of the high positions held by them and the radical change in social attitudes towards them.

(4) Development:

The State has paid continuous attention to women's conditions in Iraq since the Arab Ba'th Socialist Party came to power in 1968 in application of the Party's progressive ideas and revolutionary practices in which women have played a major role. This attention has assumed various forms changing according to the stages Iraq has passed through. One form of this attention has been the positive response to regional and international efforts to enhance women's status. Thus, the international call to designate an international year for women has met with quick endorsement. A committee made up of government officials and representatives of mass organizations was formed to follow up the issues raised and secure participation of all parties concerned as well as directing and coordinating efforts made in Iraq relating to this international demonstration. While international interest in women's issues has grown and with designation of the UN Decade for Women 1975-85 and its major and secondary themes, Iraq has witnessed considerable progressive changes relating to women's status and major issues. It should also be stressed that this major development has been due to various deep-rooted factors which are not restricted to the Women's Decade, despite the importance of this event and international efforts connected with it. These are social and economic

factors which coincided with the UN Decade for Women and can be summed up as follows:

1. Increase of Iraq's oil revenues as a result of nationalization and rising prices of oil.

2. The past decade has been characterized by stability of the Revolution in Iraq and continuation of its achievements in various fields. The Central Report of the Nineth Conference of the Arab Ba'th Socialist Party. A political strategy was adopted in the Political Report of the Eighth Conference of the Arab Ba'th Socialist Party, January 1974, which contained a comprehensive, realistic and revolutionary programme for the following stage. There has also been emphasis on dissementation of national and socialist education in the fields of education, culture and information. The Political Report of the Nineth Conference of the Arab Ba'th Socialist Party in June 1982.

3. This period has also witnessed the implementation of the comprehensive National Development Plan for 1976-80 and the subsequent annual plans aimed to achieve fast development in all aspects of life in Iraq throughout the country. Huge investments have been made to modernize various economic sectors as well as social development.

4. The war imposed on Iraq and the resulting economic and social consequences affecting women as citizens, housewives and employees.

National development plans and integration of women into development:

Implementation of the 1970-75 and 1975-80 National Development Plan and as well as the 1981-85 and the annual plans based on it has led to effecting significant changes in Iraqi society and its economic life. It is noted that while development plans have dealt with the issue of development of human resources involving both sexes, they pay special attention to women. For example, the 1976-80 National Development Plan has stressed the importance of expanding employment for women and providing the necessary conditions for this. The 1981-86 Development Plan has dealt with the results arising from the implementation of the previous plans as reflected in fast development in the 1970's causing some constraints as well as rising rates of growth of real and cash income of citizens, rising prices and growing demand on labour and technical and specialized cadres. The plan has paid more attention to the women's cause within the basic concern with meeting the requirements of development despite the conditions of the war of aggression. These policies have been characterized by their comprehensiveness, although there is emphasis on women as outlined in various parts of the plan and as summed up as follows:

1. The need to provide facilities to increase women's participation in work and production as a major factor in increasing family income.

2. The need to expand women's role in production within the labour force in Iraq.

3. Increase of use of women's labour force by raising the rates of women's employment representing a significant part of the reserve labour force currently available in society. There are wide prospects for increasing the labour force in Iraq by using this reserve despite large-scale employment of the Arab labour force. The plan has considered the expected rises in the rates of women's employment represent significant additions to the expected offers of the labour force within the balance of requirements of labour.

4. The need to expand education of women and care for mothers and children, and to increase the number of nurseries and kindergartens as increase and improvement of these facilities would provide opportunities for women's employment.

5. Need to provide domestic appliances which would relieve women of a lot of drudgery of domestic work.

Women and Employment in Urban Areas:

The extent of women's participation in the labour force is affected by the availability of suitable job opportunities as well as their willingness to seek employment. Development affects demand for labour and affects provision of labour, i.e. women's willingness to seek employment indirectly through social development, expansion of education and appropriate training.

While provision of job opportunities may be relatively fast and corresponding with the investments allocated and

operation of projects, the process of social development requires more time and concerted efforts to educate people in the new social values relating to women's employment as well as providing appropriate conditions and facilities for women's employment. 1974-75 witnessed a considerable growth in women's employment. This reflects the absorption of part of the women's labour force which, in principle, was willing to seek employment and had not found suitable job opportunities in the previous years. The annual rate of growth of women's employment in 1974-75 was 17% , while the annual rate in the period preceding 1974-75 was 11% reflecting the effects of growth of women's employment. The period which followed 1975 witneswed increasing growth of demand for labour as well as abundance of job opportunities available to women in particular. The annual rates of growth of women's employment in the public sector in 1975-82 was 12%. The growth rates are basically affected by the willingness of women themselves to seek employment. The 1967-75 period was a period during which the factor of demand for labour was dominant, while the 1975-82 period witnessed domination of the factor of provision of women's labour force.

Although development plans in Iraq have emphasized the provision of new and appropriate job opportunities for women in all economic sectors, special attention has been given to encourage women to seek employment by different means including the following:

1. Spread of education among women through application of the Law of Compulsory Education, Compulsory Literacy Programme and expansion of vocational

education for women.

2. Establishment of more nurseries and kindergartens.

3. Provision of domestic appliances at suitable prices to reduce manual work at home.

4. Provision of various facilities for working women and mothers, such as means of transportation, accommodation in remote areas and childbirth and maternity leave.

5. Attention to social education in the importance of women's employment and their social role through the various department concerned.

6. Attention to social education in the importance of women's employment through direct contacts and information activities by non-governmental organizations such as trade unions, student and youth organizations and the General Federation of Iraqi Women in particular.

7. Research on Women's Employment:

   The concerted efforts made to provide appropriate job opportunities and to encourage women to seek employment have led to remarkable growth in women's employment during the UN Decade for Women as attested by the annual growth rates of women's employment in the public sector.

Relative share of women's participation in the labour force in the dublic sector according to the level of qualification in 1982:

As the socialist sector is the main sector in Iraqi economy and employs the majority of women in urbal areas, and because of the lack of detailed data on women's employment in the private sector, the indicators based on the data relating to the socialist sector are sufficiently representative of the conditions of women's employment.

1982 figures show that women were 21% of the total number of employees. Women were 35% of those employees with post-secondary qualifications and 37% of those employees with intermediate or secondary qualifications. Women employed with primary school education or without school qualifications were 10.8% only.

It is noted that the classification of women's labour force by the level of education indicates that 28% of women in employment had post-secondary qualifications, 40% had secondary or intermediate school qualifications, about 32% with primary school education or without any qualifications. This means that 68% of them had received some education. It must also be pointed out that Iraqi rural women who are not included in the above classification contribute a major share of the labour force representing 43.7% of the total number of those working in agriculture. Women also take part in the activities of the private sector which are not covered by this classification.

Women's share in employment compared with the total

number of women at employment age:

The share of women in employment is 18.5% of the total number of women at the age when they can be employed (15-59). The share varies between rural and urban areas. In rural areas they represent 42.9% of women at employment age and in urban areas they represent 8.9%.

Vocational distribution of women's labour force in 1982:

In our review of this aspect, we have attempted to include rural working women and those employed in the private sector in addition to those employed in the public sector in order to present a realistic account of the structure of women's employment in Iraq.

Data is available on women's labour force in rural areas, the public sector and part of the private sector. It is noted that the ratio of women employed in the private sector is low, especially because 50% of the labour force in the private sector are employed in sections of this sector employing a small number of women. These sections include construction, mining, transportation and communications. On the other hand, women represent 12% of the labour force employed in the manufacturing industries owned by the private sector, women represent 5-10% of the total number of employees. It is also noted that 67% of the total women's labour force were employed in agriculture and 33% in urban areas. 10% of women in these areas are employed in the private sector and 90% in public sector.

They have various technical, specialized, administrative, clerical and organizational jobs.

Ratios of women in the labour force by sector and profession:

When represent 19% of the total labour force in rural areas, urban areas, and public and private sectors, 43.7% of those employed in agriculture, forestry and fishing, 10% of those employed in the services sector, 33.4% of the total number of technicians and administrative personnel attached to them, 8.8% of salesmen and clerks, and 5.9% of the total number of the workers employed in production and transportation and ancillary workers.

Women in economic sectors and equality:

1. Women in the agricultural sector:

Women's share of the agricultural labour force in rural areas is 43.7% of the total number of those working in agriculture. In addition, rural women undertake their responsibilities in their social role as mothers and housewives. Conditions prevailing in the agricultural sector have direct impact on women. Iraqi agriculture has developed from semi-feudal and traditional patterns from which rural women, in particular, had suffered to more modern patterns. The semifeudal pattern of agricultural land ownership which was abolished in 1958 has been dealt with. Since the 1968 Revolution new patterns of ownership and methods of production have been introduced into Iraqi rural areas. In addition, considerable investment has been made in

irrigation projects and land reclamation as well as infrastructures. Policies were formulated to adopt agricultural mechanization and improved and modern methods. The years following the inception of the UN Decade for Women saw implementation of the major part of these investments and policies which have had direct impact on women in Iraqi rural areas.

Extension of arable land, accompanied by extensive use of agricultural machinery has helped rural women to reduce manual work in basic agricultural operations and, meanwhile, provided for them abundant income for the family. Introduction of irrigation in agriculture in numerous parts of the country as well as use of modern methods in agriculture, fertilizers, pesticides and improved seeds have all led to providing higher incomes for rural families.

Although modernization of agriculture has brought in considerable benefits for rural families and women in rural areas, the use of modern agricultural machinery has remained a male monopoly because of the prevailing social traditions and women's backwardness. Various factors have led to the improvement of rural women's status during the Decade and can be summed up as follows:

1. Legislation of the Compulsory Literacy Law in 1978, Compulsory Education Law in 1976 and Free Education Law in 1974 benefiting both males and females in Iraq including rural regions. Indeed, the ratio of female beneficiaries was higher than that of males because there were more illiterate women than men and the ratio of girls enrolled in schools was lower than that of boys.

2. Improved means of transportation in rural areas leading to acceleration of modernization and spreading social awareness and modern values. New road networks have been built in rural areas to link them with urban areas. 80% of rural areas have been provided with electricity at low rates. As a result, the audio and visual media have reached remote rural areas.

3. Outlets for selling and distributing various modern consumer goods as well as durable goods which relieve women of hard manual work in rural areas at suitable rates.

4. Government efforts made in the field of social and health services as well as provision of drinking water in 61% of the rural areas and expansion of extension services in agriculture, leading to further progress in social rural development.

5. Efforts made by non-governmental organizations such as agricultural associations, cooperatives and youth and student organizations, and in particular, the extensive efforts by the General Federation of Iraqi Women to spread social awareness in Iraqi rural areas and to educate women in poduction and social life, enabling them to acquire suitable skills.

6. Educational policies which have encouraged women to specialize in agricultural professions and to enrol in vocational agricultural institutes for the first time in 1975. 20.5% of the graduates of these institutes in 1982 were women, whereas the ratios of female

diploma holders and graduates of agricultural colleges were 32.8% and 22.5respectively.

7. Promotion and organization of family industries in rural areas as they provide additional income for rural families. As a matter of fact, a comprehensive study of productive families in 1975 shows that about 26,000 women in rural areas worked in this field and women's ratio of the total numbers of those employed in these industries was 70%

The above efforts made at all levels have helped to improve women's conditions in Iraqi rural areas considerably. However, to maximize the impact of these improvements requires a longer period. The quantitative measurement of the impact of these developments requires considerable efforts and a comprehensive survey of the rural areas. Some signs of progress include an increasing number of rural women using agricultural machinery and their growing interest in learning how to use it. Rural women also make increasing use of chemical fertilizers, improved seeds and pesticides. Rural areas have also witnessed growing use of modern domestic appliances to lessen manual work and preserve food.

The prevailing pattern in Iraqi rural areas is family-based agriculture dominated by men. Although considerable progress has been achieved relating to equality between men and women in acquiring skills and in productive practices, social traditions and customs still affect rural women's status, subordinate to the father of the family. It is also noted that despite the fact that the laws

governing rural activities do not discriminate between men and women as regards the right to inheritance and utilization of agricultural land as well as the right to join agricultural cooperatives and receive agricultural credits, the number of women exercising this right has been very small.

Finally, continuation of rural development efforts and modernization of the agricultural sector is necessary to improve rural women's conditions. Difficulties arising from shortage of women extension cadres able to work in rural areas require considerable efforts to overcome by governmerntal departments as well as non-governmental organizations to enhance rural women's status.

Women in professional life and government employment:

Since the 1930's, Iraqi women have been employed in governmental departments. The ratios of women employed in professions and those taking up government jobs constantly grew in the following years, particularly among educated women and those with specialized post-secondary education, especially in the teaching profession, medicine and social services. The number of women with specialized qualifications was 18 in 1940 rising to 340 in 1950 and 2,500 by the end of 1960 when the total number of employees with such qualifications exceeded 13,500. Thus, women were 19% of the total. The ratio increased to 24.7% in 1973 and 35% in 1982.

Constant progress in equality between men and

women within this sector is illustrated by the ratio of women to the total number employed as well as by non-discrimination between men and women in wages. However, decision-making and senior administrative jobs long remained the monopoly of men. Social restrictions have also impeded such participation. Since the 1970's. However, there has been growing dependence on women to assume managerial jobs. Social education and the progressive view towards women and the importance of their social role have had considerable impact, enhancing this attitude and increasing the number of women involved.

Individuals recruited to fill higher administrative jobs are usually drawn from among those with university degrees with a suitable number of years in service. Other factors include social preferences, experience acquired during employment as well as the type of education acquired by the candidate.

Thus, the following account gives an idea of women's present status and the extent of equality achieved in this respect.

It is estimated that the ratio of women with not less than ten years of government service and with post-secondary qualifications is 25% of the total number. Women with the job of (manager) comprise 18.8% and those with the job of (director general) 2.2%. This shows that Iraqi women have made remarkable progress in achieving equality with men as regards managerial jobs. Since the ratio of women with post-secondary education has been growing steadily, e.g., from 25% in 1973 to 35% in 1982, if similar policies

continue to be pursued as regards providing opportunities to occupy senior posts, the ratio of women in this category will continue to rise in the next few years. On the other hand, there will be need for continued efforts to facilitate the social and psychological conditions conducive to achieving this, both in connection with women themselves and the prevailing social trends or employment policies adopted to enable women to assume senior administrative posts, i.e. those of director general and higher. It is noted that recruitment of women to fill the jobs of 'manager' in various government departments has become socially acceptable, while recruitment of women to fill more senior posts is still limited. Considerable efforts have been made to promote giving women more opportunities to fill senior jobs. Studies have been conducted on this issue and seminars on women and decision-making jobs have been held and recommendations have been made. It should also be noted that the overwhelming majority of women with post-secondary education tend to seek employment as a result of the factor of social approval attached to educated women's employment and because of the good wages earned by this category. In addition, the long period spent attending educational institutions makes it logical for women to want to reap the fruits of their hard work during education.

Women in the sector of manufacturing industries:

Women's participation in the mining sector has been restricted. In the manufacturing industries women represent 12.5% of the total number. Although women have long been employed in manufacturing industries, the ratio of

women to the total labour force has always been low. The number of women employed in this sector has grown considerably with the expansion of this sector and growing demand for labour in the 1970's. It is also noted that the ratio of women in the textile and clothing industry is relatively high as this is one of the oldest industries employing women. Women's ratio is 18%. Similarly, the ratio of women in modern electronic industries using modern technology has known constant growth. The ratio in 1977 was 22% rising to 25.6% in 1982. There has been similar growth in women's employment in other industries. Lack of job opportunities has been a vital factor restricting women's employment in the early 1970's although this was, by no means, the only factor. Since the middle of the last decade available job opportunities as well as demand for labour have increased. Women's willingness to seek employment has become the major factor determining the rates of women's employment, in addition to the factor of availability of suitable jobs. The factors affecting growth of women's employment in this sector can be summed up as follows:

1. Multiplicity of family spending: many items formerly regarded as luxuries for the Iraqi family have become necessities owing to rising standards of loving. Consequently, increasing family income has become imperative, leading some women to seek employment.

2. The number of women in employment has risen with rising levels of wages and minimal wages reaching economically appropriate levels. Women have had to measure their wages against the efforts and sacrifices

they make at the expense of time allocated to domestic chores.

3. Suitable job opportunities have been made available to women. Women's labour has been high in certain industrial branches, thus, making it possible for an increasing number of women to seek jobs in these industries and for providing services to aid working women, such as nurseries and accommodation, enabling them to seek promotion and head working teams and production lives as well as working in other industrial branches which suit their inclinations.

4. The use of modern technology in industrial sectors has led to improving productivity as well as reducing the need for manual work. This factor has been an encouraging one in extending women's employment.

5. Labour laws in Iraq do not discriminate between men and women as regards rights and wages. In addition, they provide for setting up facilities such as childbirth leave and maternity leave. In addition, in-service training opportunities for working women in manufacturing industries are available to women as part of the labour force without sexual prejudice.

Although the above factors have led to rising ratios of women's employment in this sector, the conditions of working women still do not mean there is equality with men for the following reasons: The ratio of working women in manufacturing industries is still low, leading to restriction of prospects of promotion. The traditional attitude towards

women still has a considerable effect on a large number of employees in this sector. Obviously, this affects working women's conditions. In addition, women's work outside the home is a burden adding to her domestic responsibilities, leading to increasing the efforts that women are expected to make in carrying out their traditional tasks. On the other hand, there is little relief for them. Development of social life is slow. Furthermore, social traditions directly affect the main part played by women in domestic work which has not yet seen much development, despite the improvement in the attitude towards women's employment, which is meeting growing social acceptance. This is due to the efforts of the media and masa organizations, especially women's organizations. In addition, numerous social problems have accompanied women's absence from home for long hours, which is new in some communities. It should also be noted that a large number of working women still give up their jobs after marriage. Numerous working women regard their jobs as only temporary, which reduces their job aspirations as well as their willingness to receive training, particularly women with limited qualifications. It is also noted that women's participation in fields requiring mixing with men is still below the required levels. This is true of training and assuming responsibility for production lines, also links with other lines. This is also reflected in their participation in trade union activities, indicating the results of the social legacy on working women's behaviour.

Other Sectors: Finance and Commerce:

Women's employment in the state-owned financial and commercial sectors has been included in our review of

women's employment in governmental departments in addition to women's participation in these sectors. In addition, women's participation in these, the non-governmental financial and commercial sectors, is limited, because Iraq is not among those countries known for a large-scale involvement in commerce by women. Women's ration in the commercial sector is 18.5%. As for the financial and banking sectors, the ratio of women's employment has seen a considerable increase during the past few years rising to more than 50% in commercial banks and the Central Bank, 44% in the Estate Bank and 23.2% in the Agricultural Bank.

The ratio of manageresses in the Central Bank is 14.7%, 8.6% in commercial banks and 5% in specialized banks. The ratios of women in the Central Bank and commercial banks are 40% and 28% respectively. Banking policies regarding credits do not discriminate on the basis of sex.

Women and Education:

There have always been schools or special facilities for the education of women. Education is encouraged by Islam. However, expansion of education in general and that of women in particular is linked to Iraq's political, social and economic conditions. The ratio of women's enrolment in various stages of education has increased since the early seventies. Indeed, women's education has seen major development since 1974 as a result of the introduction of free education and the enactment of the Law of Compulsory Primary Education in 1976 and the Law of Compulsory

Literacy in 1978. These laws covered both boys and girls. In addition, major investments have been allocated for social development, especially education. A large number of schools have been built throughout the country as necessary requirements for the implementation of the above laws. Success of compulsory education and compulsory literacy has been helped by increasing the number of teacher training institutes and colleges of education as well as availability of women teachers, although shortage of staff in some areas has caused some difficulty because of various social factors such as social attitude to education, particularly to literacy among grown-up women. Women's social functions as housewife and farmer have tended to be an obstacle. It should also be noted that ingenious efforts have been made by all parties concerned to overcome such difficulties, with considerable success. Schools for juveniles have been opened and vocational schools now accept girls. The ratio of girls was 48% of the total in nurseries, 46.4% in primary schools, 34% in secondary education, 30.7% in vocational education, 58.4% in teacher training institutes and the general ratio was 43.2% in 1982. While there is no variation in the ratios of girls' enrolment in primary schools between rural and urban areas, there is considerable variation in enrolment in the upper stages. A number of measures have been taken to overcome this, such as opening first-year intermediate classes attached to primary schools, increasing the number of schools in rural area and enrolling girls in boys' schools nearby should there be no girls' school as well as giving special incentives to encourage girls' enrolment in vocational schools. Despite these measures; difficulties still exist in meeting the needs of primary education for girls in rural areas. In vocation and

higher education, opportunities are available to all without discrimination on the basis of sex. Ratios of female students has risen from 28% in 1973 to 32% in 1982, except teacher training institutes. Enrolment of female students in universities in Iraq started at an early date, but enrolment in vocational schools was limited to domestic science schools then commercial schools. Girls have been admitted to all branches of vocational schools since 1975.

Women's Employment in Education:

It has been necessary to extend women's participation in educational development to achieve the aspired expansion and qualitative development of education, because of the teaching cadres needed, especially women, to take part in literacy classes and teaching in girls' schools. Women now form a major portion of secondary school teachers. Various incentives have been given to women to work in this sector. In addition, efforts have been made to feminize primary education and increase women teachers' employment in teaching at boys' secondary schools. Women are entitled to equal opportunities with men to receive various forms of education in this sector. Quotas for women are even higher in some cases than those of men in order to facilitate feminization of education.

Women's employment in education has increased to a considerable extent in 1975-83. In primary education, for instance, the ratio rose from 36% to 60%, in secondary education from 41% to 50%, in teacher training institutes from 53% to 96%. Ratios of women teachers in vocational schools rose from 17% to 38% and in universities their ratio

was 20% and this ratio continues to increase. Women also play a major role in administration and supervision in all educational institutions. The ratio of headmistress in primary schools is 45, and in secondary schools 35%. Women educational supervisors constitute 40% in primary education and 22% in secondary education. The ratio of women employed in educational institutions and the Ministry of Education is 31% and the ratio of managersses was 8% to 10%.

Vocational training, training and re-training:

To prepare women to enter all fields of employment, special policies and measures have been adopted which increase their opportunities to acquire vocational education and training, especially non-discrimination between the two sexes in all branches of vocational education and training as well as taking into account the conditions of those women who receive vocational education when they are given jobs. These conditions include their habitual place of residence and marital status securing for them psychological and family stability. Incentives are also provided for those of both sexes who complete vocational education. Enrolment in these schools follows completion of intermediate education. There are different types of vocational schools:

1. Commercial schools in ehich female students form 72% of the total.

2. Industrial schools in which female students form 6% of the total.

3. Agricultural schools in which female students form 28% of the total.

In addition, students completing secondary education can enrol in the following types of schools:

1. Technological institutes in which female students form 19% of the total.

2. Institutes of administration in which female students form 57% of the total.

3. Technical medical institutes in which female students form 19% of the total.

Technical education aims to prepare middle technical cadres forming a link between higher and lower cadres. It also aims to spread education and technical training including in-service training in various fields within the requirements of national development. In addition, there are other institutes attached to other ministries. They mainly include institutes for the training of workers, the Institute for Telecommunications and the Institute for Oil Training which all endeavour to develop the workers' performance in various fields in industry and services. Such institutes and centres are all over Iraq to provide the largest number of opportunities to government employees.

Training policies are worked out by a higher national committee which determines training levels and types annually in such a way that meets the needs of national development plans and for male and female workers. The

committee also coordinates training activities. All training institutes have to work out their training policies in accordance with the overall plan. Government departments also apply the policy of parallel technical education, i.e. provision of intensive training courses for male and female employees in certain fields to improve their performance. Since 1974, State departments have provided facilities for re-training, especially those women who are forced to give up their jobs for certain periods because of their family conditions.

In addition to vocational training, state departments pay attention to the training of leaders and organize the necessary courses. For instance, their personnel are enrolled in the courses organized nationwide by the National Centre for Consultancy and Management Development. It is worth mentioning that specialized women form a significant number of the training staff at the Centre.

Organizations such as the General Federation of Iraqi Women make considerable efforts in the fields of training and oproviding women who seek employment with information about training centres affiliated to government departments. In addition, the General Federation of Iraqi Women provides training services including vocational training and the training of leaders for those employed by the Federation. 9291 training courses were organized in 1982 in which 295120 female participants took part.

The Literacy Campaign:

Eradication of illiteracy was one of the main goals of

the Iraqi government after the Revolution. Considerable efforts have been made by the authorities, Arab Ba'th Socialist Party and mass organizations to combat illiteracy in Iraq. The ratio of illiteracy among women was higher than that among men. The ration was 69.6% in 1978 when the National Comprehensive Literacy Campaign was launched with the passing of the Law of Compulsory Literacy and provision of requirements of the campaign in which women's ratio was higher.

Planning for and implementation of this campaign was one of the major successes achieved by Iraq in the post-Revolution period in the field of social development. Iraq's experiment has been one of the most successful in developing countries. Literacy centres have been set up in all densly-populated urban areas as well as remote rural areas and country communities. Flexibility has been used to take into account the conditions of those covered by the campaign, particularly women who have family responsibilities in addition to their productive tasks in rural areas in particular. Consequently, the ratio of illiterate women dropped to 22.9% — In addition, popular schools were opened to enable women who are no longer illiterate to pursue their education and, then attend courses preparing them to enrol in intermediate schools. A plan for continuing education after completing the courses at popular schools has provided them with opportunities to pursue their education through means other than formal methods.

Women at literacy centres receive the help they need to become literate. The classes consist of two stages: the basic stage and the complementary stage. In the second

stage, a book has been specially written for housewives. These also give information on useful skills and information on the programmes of both stages.

A large number of learners and teachers were involved in this national campaign in addition to their basic tasks. Women have also played an active role in working out the basic plans for the administration and implementation of the literacy campaign.

Health:

Human development has received considerable attention based on the State's ideology adopting man's welfare and development and release of his creative energies as one of its major aims. Therefore, considerable efforts have been made in various aspects of health services, especially those relating to women and childhood due to their exceptional significance reflected on the whole society and its future conditions. Government spending on the development of health organizations and their services has greatly increased. These services, including those for women and children, have been considerably extended. Maternity hospitals have been built and the number of maternity beds in general hospitals has been increased to 10% and these hospitals have been modernized and provided with specialized and skilled cadres. In addition, the number of health care centres for mothers and children has risen to 164. There are also centres caring for pregnant women at maternity hospitals and clinics for schools in all provinces in Iraq. In 1981 the Law of Public Health No. 89 was passed, which represents a significant development showing Iraq's

determination to extend full health services to the whole society and to women and children in particular. The above law includes provisions for care of mothers and children and authorizes the Ministry of Health to open care centres to provide the best possible care for mothers prepare women for marriage, provide regular medical examinations for infants, encouraging breat feeding, helping mothers to learn correct feeding habits both for themselves and their infants and learning to regulate pregnancies, as well as ensuring basic innoculation and supervising nurseries.

The State Organization for Health Services has announced that all health departments provide services for mothers and children. These include all health centres in rural areas which also provide medical services. The number of mother and child care centres is expected to rise to 200 by the end of 1985. As a result of adopting strategies which aimed to reduce the ratios of deaths and still-births, good results have been achieved. A United Nations report issued in mid-1984 stated that Iraq is amongst the countries where the death ratio of infants is expected to fall to 50 per 1000 births in 2000, which shows the sound policies adopted by Iraqi health authorities. The comprehensive survey carried out by the Ministry of Health in cooperation with the Ministry of Planning shows that the ratio of deaths of infants was 82.4 per 1000 births in 1982 compared with 86.4 in 1975. The UN report also reports that the ratio was 72 per 1000 births in mid-1984 and the death ratio among pregnant women was 12 per 1000 births. Further measures have been taken to reduce this ratio further in the coming years.

In addition, continuous efforts have been made to train qualified midwives. Secondary schools for midwifery and nursing have been opened to train qualified cadres who are given the choice of employment in health establishments, or being self-employed. The first such school has been opened at Alwiya Maternity Hospital, which has the important role of providing alternatives to unqualified midwives.

Health authorities also provide retraining opportunities for midwives.

Special preventive programmes for women are also applied, such as immunizing all girls aged about 13 years against German measles, and giving tetanus toxoid to pregnant women. Health education programmes for women are publicised through the media and at various school levels.

Health services in Iraq have not been limited to women in urban areas. Indeed, considerable attention is given to rural women. In addition to the services extended to rural women at health centres, mobile health teams also extend such services and form an extensive network covering the whole country and provides these services to remote parts of rural areas.

To extend and improve these services training courses in midwifery in rural areas have been held. Rural girls with primary education are offered places at health courses held at the nearest hospital or a chief health centre where they receive training in basic nursing preparing them for work in their residential areas later for monthly wages.

Women's role in health establishments:

Women play a major role in the health sector through assuming senior posts at health establishments and their participation in working out short and long term plans and definitions of health strategies as well as implementation of various health programmes. Statistics show that the ratio of women physicians was 29% in 1983 compared with 25% in 1975. Woman pharmacists' ration rose from 56% to 64% during the same period. A large number of women physicians, chemists, pharmacists and lab assistants work in laboratories and form 80% - 90% of the total work-force women dentists formed 52% in 1983.

There is still lack of interest among women in training as nurses. Legislations to promote joining the nursing profession by girls have been enacted. Mass organizations, especially the General Federation of Iraqi Women, make considerable efforts to encourage girls to become nurses. The number of nursing schools has risen from 6 to 31 and are found in several provinces as well as 16 secondary schools for nursing which train 400 new nurses. Incentives are offered to nurses including giving them preference in enrolling their childfen in nurseries, and provision of government accommodation units as well as means of transport. Health institutes have increased in number as well as the number of girls joining them. Some branches are limited to girls.

3. Peace:

Iraqi women have realized that to benefit from develop-

ment, and enjoy the rights and gains made possible by the July 17-30, 1968 Revolution, is impossible unless security and stability prevail in the whole region. Therefore, it is only natural that Iraqi women should employ all their energies to establish peace and stability, not only in Iraq but in all countries of the region and the world. This can not be achieved through the efforts of one country. Positive efforts should be made to prevent any conflicts concerning the sovereignty of a state on its own territory; nonintervention in internal affairs and freedom to take decisions concerning its own fate. The best means selected by Iraqi women to achieve this goal through their representative, the General Federation of Iraqi Women, is to endeavour to establish relations of friendship and cooperation with various progressive and national women's organizations; active participation in their activities; membership of international progressive women's organizations; exchange of views on crucial issues which concern women and their societies whether at conferences and seminars or through exchange of visits, publications and information. Thus, the General Federation of Iraqi Women has been able to develop views on numerous national and international issues and adopt positions supported by the efforts of women's organizations which place emphasis on the importance of peace in the world. This is the corner-stone of the International Plan for Women adopted in Mexico in 1975, and the International Programme for Action for the second half of the U N Decade for Women adopted in Copenhagen in 1980.

Iraqi women have expressed, through their organization, their views on conflicts which may explode and threaten peace at regional and international levels. They

have emphasised the implications of these conflicts and have called upon national and international women's organizations to make all possible efforts to reduce the conflicts. It is only natural for the General Federation of Iraqi Women to raise issues which concern the whole region. There is a great need for women's organizations to support national rights of the Arab nation and fight against Zionist-imperialist activities in the region, parts of which have long been under the worst conditions of exploitation, oppression and terror by Zionism and its agents against the Palestinian people. Iraqi women have supported the struggle of Palestinian women against Zionist occupation and have called for implementation of various Un resolutions on the Palestinian issue, particularly Resolution2535 stressing the inalienable rights of the Palestinian people and recognition of the Palestine Liberation Organization (PLO), the sole representative of the Palestinian people. Resolution 2787 which deals with the legality of struggle for the right to self-determination for peoples under imperialist rule and foreign domination including the rights of the Palestinians and Resolution 3236 on the right of the Palestinian people to self-determination and national independence as well as return to their homeland and restoration of their properties were also supported by Iraqi women. The last-named resolution also stated that the Palestinian people were a crucial factor in establishing a just and permanent peace in the Middle East. Scores of resolutions to this effect have been taken, including Resolution 120/36 on October 12, 1982 calling for Israeli troops to withdraw from all territories occupied in 1967, and restoration to the Palestinian people of their inalienable rights, including their right to return to their homeland and their right to self-

determination without external intervention and to national independence and sovereignty as well as their right to establish their independent sovereign state.

The General Federation of Iraqi Women has called upon all women's organizations to support the resolutions of the Arab FGez Summit on November 25, 1981, and September 9, 1982, stressing the right to self-determination and to establish their independent state on their territory in Palestine.

Iraqi women have also supported Lebanese women's struggle and demanded ending Israeli occupation of South Lebanon in implementation of Security Council Resolutions 508 and 509 as a first step to enable Lebanon to restore sovereignty over its own territory, repair the destruction caused by the war and utilize its material and human resources to build the future of the Lebanese people.

On the basis of Iraq's constant and clear position towards struggle against all forms of racism and its realization of the evils of the alliance between apartheid and Zionism and the consdquences of this alliance in Africa and Palestine, the General Federation of Iraqi Women has stressed in its statements and contacts with all women's organizations the importance of unifying efforts to combat Zionism and racial discrimination. It has also stressed that Iraq, which has participated in the international conferences concerning combat of racism and racial discrimination held in 1978 and 1983 has included in its national legislations provisions which denounce such policies. Article 365 of the Iraqi Constitution prohibits arousing dissension. Paragraph

A of Article 19 of the Constitution states that all citizens are equal before law without discrimination caused by sex, tradition, language, social origin or religion. To apply racial discrimination is a crime punished by Iraqi laws. The Federation has also pointed out that Iraq was among the first countries which acceded to the international instruments on human rights, including the International Agreement to Punish Genocide in 1958 and the International Agreement on Civil and Political Rights on September 26, 1970. Iraq also ratified the International Agreement to Eliminate all Forms of Racial Discrimination by Law No. 135 for 1969 and the International Agreement to Combat and Punish the Crime of Apartheid by Law No. 92 for 1975.

The General Federation of Iraqi Women has informed national and international women's organizations that it strongly denounced cooperation with the Pretoria regime. Iraq had taken part in proposing and voting for resolutions condemning the Apartheid regime at the UN General Assembly and had taken part in all conferences on the boycott of South Africa including the 1977 Lagos Conference and the 1982 Paris Conference. Iraq does not have relations of any kind with the South Africa regime. In supporting women's issues in Africa, Asia and Latin America, the General Federation of Iraqi Women follows Iraq's constant position in support of liberation movements and independence and denouncing all forms of imperialism and domination. Iraqi women have also expressed, through their organization, to all women in the world that peace can not prevail in the world without recognition of the peoples' right to sovereignty on their territory and to self-determination and utilization of their resources in their own interests

and with their own will.

Iraqi women have opposed the armament race on land, sea, air and outer space as well as storing nuclear weapons. At all conferences in which they have taken part, and in all contacts between their organization and various national and international women's organizations and other world organizations concerned, Iraqi women have endeavoured to put an end to wasting huge resources on means of destruction. Instead, they advocate employing them in various fields of development to achieve prosperity and security for mankind. They have also stressed the need to put nuclear energy to the service of national economy and technological progress of peoples rather than using it for military purposes.

The economies of developing countries have been facing difficulties arising from the application of the present international economic order, particularly in the field of division of labour and foreign trade with the resulting negative impact on development plans in these countries as well as causing high tension as a result of differences between the interests of advanced industrialized countries and developing countries. This has prompted the General Federation of Iraqi Women, on the basis of Iraq's principled position in this respect, to stress the need for radical changes in the nature and rules of international economy to ensure fairness, equality and balance in human relationships. The New International Economic Order would be a logical solution to the problems from which developing countries have been suffering and which do not affect only themselves, but threaten the security and stability of all states.

The Iraq-Iran War:

Iraq has full faith in peoples' right to defend their territory and principles and respects relationships of good neighbourliness and endeavours to consolidate them. Nevertheless, Iraq has been subjected to a continued flagrant aggression on its territory since September 4, 1980. From that date, Iraqi women have been making outstanding efforts to preserve internal stability under the difficult conditions of war as well as continuing to support the process of development which has continued side by side with all efforts for mobilization and readiness required by self-defence and repulsion of aggression. Iraqi women have stood up to the aggression with all means at their disposal and endeavoured to safeguard the gains achieved for them by July 17-30, 1968 Revolution through continuing working and building the country as well as undertaking various responsibilities relating to housekeeping and child care which have increased owing to men's involvement in protecting the homeland. Iraqi women have also played a distinctive role in raising enthusiasm, morale and confidence in ultimate victory in a war imposed on Iraq by an enemy which has no regard whatsoever for the principles of right.

The General Federation of Iraqi Women has also made considerable efforts to win world public backing for right and justice and explain the implication of the flagrant Iranian aggression. The Federation has issued several statements and cables and has sent many delegations to various countries to explain Iraq's views. It has also repeatedly stated that Iraq tried to avoid the escalation of conflict with

the Iranian regime although this regime did not implement the provisions of the 1975 Algiers Agreement between Iraq and Iran on the delineation of land and river borders. In addition, the Iranian air force committed 249 violations of Iraqi air space between Fabruary 1979 AND September 1980, and Iranian artillery shelled Iraqi towns 244 times during the same period. The Federation explained that the Iraqi authorities sent 293 official notes to the Iranian government on these violations but to no avail. Iranian officiels continued to issue provocative statements attacking Iraq in particular and Arab Gulf countries in general. They mobilized the sectarian party Al-Da'wa at a meeting held in Qum and provided it with what it needed to carry out terrorist activities in Iraq under direct supervision of leaders of the Iranian regime. During the first half of 1980 Iraq was the scene of a large number of acts of terror and sabotage carried out by infiltrators from Iran and residents in Iraq of Iranian origin in which a large number of innocent people were killed or wounded. These acts were carried out at the direct instigation of Iranian broadcasters. The General Federation of Iraqi Women explained to all women's organizations that Iraq accepted Security Council Resolution 479 which the Council unanimously adopted on September 28, 1980, a few days after war broke out. However, Iran's rulers rejected it and insisted on continuing the war. Iraq also accepted Security Council Resolution 514 on July 12, 1982 - calling for an immediate ceasefire, termination of hostilities, withdrawal of belligerent troops to international borders and negotiation through international mediation of a just and honourable settlement on the basis of the principles of the UN Charter, including respect of the states' sovereignty, independence and territorial integrity as well as non-

intervention in their internal affairs. This resolution was also unanimously adopted by the Security Council and fully accepted by the Iraqi government but was totally rejected by Iran's rulers who even accused the Council of bias towards Iraq. Security Council Resolution 522 taken on October 4, 1982 welcomed that one of the two parties had expressed its readiness to implement Resolution 514 for 1982 and called upon Iran do the same. Iran has also rejected Security Council Resolution 522.

The Federation explained to all women's organizations that on October 22, 1982, the UN General Assembly adopted an almost unanimous resolution (Resolution 2137) endorsing all previous Security Council resolutions and calling for immediately ending hostilities between Iraq and Iran. The Iraqi government endorsed this decision whereas Iran's rulers rejected it, violating international unanimity and basic UN principles and insisted on pursuing the course of war and destruction.

On October 21, 1983, Un Security Council adopted at its session No. 2493, Resolution 540 calling upon the two parties once again to accept a ceasefire and the principle of conducting negotiations to reach an honourable, just, comprehensive settlement which is acceptable to both parties. Yet once again Iran's rulers rejected the right path and reason and insisted on rejecting all calls to agree to a just and honourable peace.

The Federation has also explained to national and international women's organizations that, in addition to accepting all resolutions and mediation efforts by the United

Nations, Security Council and Un Secretary General, Iraq has also accepted mediations by other international organizations including the Non-Alighed Movement, Organization of Islamic Conference and by Mr. Olof Palme. Although diplomacy follows the practice whereby mediators do not reveal deliberations either in application of neutrality or to conduct further talks. Nevertheless, the late President Sekou Toure, Chairman of the Islamic Conference Committee, announced at the Fourth Islamic Summit Conference in Casablanca that Iraq had "accepted proposals for a ceasefire, then accepted negotiations and arbitration." Iraq had also announced its acceptabce of the peace committee's plan submitted to the Iraqi government by a delegation headed by the Senegalese Foreign Minister on June 6, 1982.

The General Federation of Iraqi Women also explained the truth about the dubious stances of the Iranian regime and stated in its correspondence with women's organizations that the Iranian regime repeatedly violated international conventions and resolutions of international organizations and evaded committing itself to international resolutions because of its desire to prolong the war. The regime confirmed this through its position at the meeting of the Ministers and Heads of delegation of the Non-Aligned Countries in New York in 1984, and the Islamic Foreign Ministers Conference in San'a on December 23, 1984. The final statement of the meeting of the New York Conference again underlined the need to make all possible efforts to take part in implementing the principles of non-alignment on the Iraqe-Iran conflict to find a just, honourable and peaceful solution to this deplorable conflict through the UN

Charter, and non-alighment principles, to achieve for the region permanent peace and security. After the above article was unanimously approved and fully endorsed by both parties to the conflict Iran again demanded its annulment to evade committing itself to its provisions.

What happened in San'a has entirely confirmed the Iranian regime's disregard for international decisions. After a resolution on the Iraq-Iran conflict stressing the need for the two parties to the conflict to cooperate with the Islamic Good Offices Commission for an immediate ceasefire and settling the conflict on just, honourable and honest principles, the Iranian Foreign Minister declared in San'a the Iranian government's rejection of the resolution. He said that Iran was determined to continue the war against Iraq and would not accept peace or start negotiations with Iraq. The General Federation of Iraqi Women also explained to women's organizations the positions of those states and regimes which stood by the Iranian regime in its aggression on Iraq and encouraged it to continue its aggression through providing material and moral support. The Federation sent to women's organizations in these countries cables of protest against these positions and called upon all national and international women's organizations to adopt serious positions condemning those organizations because they have adopted a course entirely opposed to the International Plan of Action issued by the Mexico Conference in 1975, and the International Programme of Action issued by the Conference held in the middle of the UN Decade for Women in Copenhagen in 1980.

Stemming from the General Federation of Iraqi

Women's faith in the women's cause and awareness of the unprecedented opprtession suffered by Iranian women at the hands of the Iranian regime and of the disasters of the war waged by the Iranian regime because of its aggressiveness and rejection of right and justice, the Federation, together with women's organizations in Iran and outside, has intensified its efforts to support Iranian women. An agreement was concluded with the Association for Defence of Women's Rights in Iran. A Joint Peace Committee has been formed of Iraqi and Iranian women to endeavour to put an end to the war and establish peace in the region as well as helping Iranian women by all possible means. The committee, in a statement addressed to all organizations all over the world called on them to denounce the war and support the peace committee as well as pressing the international community to end this catastrophic war.

Iraqi women represented by their organization have also made intensive efforts to acquaint all national and international women's organizations and governmental and non-governmental organizations concerned with children's affairs with the Iranian regime's intransigent position on Iranian children POW, whom the Iranian regime sent to the battlefront. They then mercilessly used them to detonate mine-fields to clear the way for Iranian offensives on Iraqi territory. The Federation also explained Iraq's humanitarian position vis-a-vis these children and President Saddam Hussein's personal care for these children as well as Iraq's willingness to return them to their families through any mediator chosen by the Iranian regime, which has so far rejected all Iraqi efforts in this respect and insisted on refusing to receive these children, even claiming that they

are not Iranian, utterly disregarding their feelings and those of their mothers and families. Iraq has shown concern for the future of these young POWs in an unprecedented manner in the history of wars, The Federation has received numerous enquiries from child-care organizations in the world in response to its statement addressed to them in which they also expressed their readiness to intervene by all means possible to protect the future of these children and show care for them. Subsequently, a school has been opened for them in Iraq in cooperation with two international organization's for child-care, namely the Organization for Defence of Children and the Organization of Man's Land. The children are being educated through programmes suited to their capabilities and qualifying them for a dignified life. Iraq has extended all possible aid to implement this humanitarian scheme serving Iranian children and giving reassurance to their parents and relatives.

In its statements and various publications, the federation has stated that Iran is waging a war imposed on it by a regime which does not recognize any human rights and has no regard whatsoever for international conventions or humanitarian principles. Its war against Iraq has but one goal, namely to expand at the expense of neighbouring countries, usurp their territory by force and subject their free will to the domination of its reactionary and barbaric mentality. The most terrible act described by the Federation, cited to show the nature of Iranian rulers' attitude, was their murder of 1500 Iraqi POWs in a bloodthirsty massacre which horrified the whole world. The Iranian regime killed innocent people protected by international law and all international conventions. In 1984 the Iranian regime

committed a crime, not less horrific, against Iraqi POWs by deliberately shooting them in the presence of members of the International Red Cross. This crime has shaken human conscience and has been condemned by all organizations concerned. The speech delivered by the Chairman of the International Red Cross committee's permanent representatives in Geneva in the presence of representatives of 83 countries who are signatories to the Geneva Agreement on POWs clearly depicted the shocking crime committed by Iran's rulers. Despite all these violations of human rights, Iraq officially announced in a speech by President Saddam Hussein that Iraq was not going do the same to Iranian POWs but would continue to respect international conventions, principles of Islam and man-made laws in treating Iranian POW. Iraq has also called to an international conference to study the effects of the Gulf War on July 8-10, 1984, attended by more than 700 Arab and world figures. The General Federation of Iraqi Women participated in the conference as a non-governmental organization, together with several women's organizations from all over the world. The conference aimed to acquaint the participants with the developments of the Iraq-Iran war and its serious effects on the whole Gulf region. At the initiative of the women participants in the conference who represent various women's organizations it was decided to hold a women's meeting dedicated to discussing the effects of the war on the Gulf region. At this meeting a follow-up committee was formed and the participants issued two important statements, one addressed to the head of the Iranian regime, calling upon him to respond to peace efforts, stop the fighting and adopt all possible means leading to the restoration of peace to the region, and the second

addressed to all women in the world to do their best to put an end to the continued war in the Gulf region and enforce an application of the Security Council Resolution 479 on September 29, 1980, calling for ceasefire and settlement of the conflict by peaceful means, Resolutions 514 and 522 in 1982 and finallyResolution 540 on October 31, 1983, calling for freedom of international navigation and non-shelling of towns and confirmed UN General Assembly's resolution in this respect. The appeal also called upon all women in the world and their organizations to press their governments to respect and implement these resolutions through holding meetings and collecting signatures to send to the UN and Khomeini as well as to world media. Governments should also be urged to press Iran which has rejected implementation of these resolutions. The appeal also called on women all over the world to endeavour even within their small communities, to explain the repercussions of the continuation of this war to world security and peace. It sprotraction would affect not only the present area of the conflict but also the daily life for every human being on earth as well as the next generations, as peace is indivisible and security is the right of all people.

CHAPTER TWO

The General Federation of Iraqi Women

1. Goals and Means:

The General Federation of Iraqi Women is a democratic, progressive mass organization representing all Iraqi women without diserimination as to race, language, social origin or religion and is an integral part of women's progressive movement in the Arab homeland and part of the contemporary, democratic, and free world women's movement.

The Federation was established in 1969 following the advent of July 17-30, 1968 Revolution. The law constituting the federation has listed the goals of the federation as follows:

(1) To mobilize Iraqi women to play an active role in the Arab nation's battle against imperialism, Zionism, reactionary forces and backwardness and to work for cultural progress and creating a unified socialist democratic society.

(2) To raise Iraqi women's status by all possible means and secure their enjoyment of equal rights with men in

all political, civil, economic, social and cultural fields as well as providing equal job opportunities and raising their qualifications to enable them to assume senior posts in government, to defend their rights and interests by working to abolish laws, conventions, statutes, customs and practices which discriminate against women.

(3) To safeguard national unity through promotion of national progressive awareness among women and the masses and to consolidate relationships of solidarity. To fight side by side with other mass and professional organizations to provide services and take part in voluntary action and national development projects to build Iraq.

(4) To support the family and care for mothers and children.

(5) To promote relationships between Arab women, exchange experiences and cooperate to develop them, and endeavour to achieve progressive unity of Arab women's movement through the General Arab Women Federation.

(6) To strengthen links and cooperation with various national progressive organizations in the Arab homeland and make a serious contribution to the Arab revolutionary movement for the liberation of Palestine and Arab occupied territories.

(7) To support revolutionary movements fighting against

world imperialism and reactionary forces and all forms of aggression and to support peoples' right to freedom, self-determination and rules of just international peace.

(8) To achieve the best forms of solidarity with progressive and friendly women's organizations in the world and actively participate in their activities, to join progressive international organizations and conclude bilateral protocols with them within the targets of the federation.

(9) To defend national causes and urge women's organizations to support the national rights of the Arab nation, combat Zionist and imperialist activities, fight against racial discrimination and suppression, and emphasize full equality in human value between all individuals without discrimination engendered by differences in sex, language, social origin or religion.

The Federation endeavours to achieve the above targets by various legal means including:

(1) Cooperation with government departments and mass and professional organizations.

(2) Establishment of institutions to care for womeen and raise their social, cultural and health standards.

(3) Organization of meetings, seminars, lectures and film shows as well as making use of the media to educate and inform public opinion about the women's cause on

the one hand and spread cultural, social and economic awareness on the other.

(4) Organization of courses to prepare women to carry out their tasks in various fields.

(5) Participation in women's camps and voluntary public action, military training and mass mobilization in cooperation and coordination with the departments concerned.

(6) Development of cultural, artistic and sports abilities among women.

(7) Development of rural women and endeavouring to abolish the disparity between women's lives in rural and urban areas.

(8) Participation in studies concerned with raising women's standards and care for the family and mother, and those which help to develop legislations and regulations aimed to secure equality between men and women in rights and duties and family protection.

(9) Cooperation with regional and international organizations concerned with women, establishing close links with them and learning from their experiences to develop the women's movement at local and national levels.

2. Structure and Methods:

The General Federation of Iraqi Women consists of a central council elected by the general conference. The central council, in turn, elects an executive bureau to carry out the federation's policies in the light of the law establishing the statutes and decisions of the general conference and central council as well as leading and directing the departments of the federation, supervision of its activities at various levels and representation of the federation at local, Arab and international levels.

There are specialized secretariats attached to the executive bureau. A member of the executive bureau is in charge of each secretariat. These secretariats undertake planning and following up the various activities of the federation as follows:

(1) Secretariat of Organization:

It undertakes planning and following the federation's activities relating to the expansion of the federation's network and organization of women's membership of the federation.

(2) Secretariat of Family Affairs:

It undertakes planning and following up the federation's activities relating to social, legal and health fields serving women's needs as members of society.

(3) Secretariat of Social Mobilization:

It undertakes planning and following up the federation's activities relating to voluntary public action, civil defence, sports, cooperative activities and other means of social mobilization.

(4) Secretariat of Literacy and Adult Education:

It is in charge of planning and following up the federation's activities relating to its participation in illiteracy eradication among women in Iraq.

(5) Secretariat of Culture and Information:

It is in charge of planning and following up the federation's activities in the fields of culture, information and fine arts to develop women's resources and provide qualified women cadres for the cultural and artistic movement.

(6) Secretariat of Training and Development:

It is in charge of planning and following up the federation's activities relating to the training of women to participate in development activities and the training of qualified women cadres for leadership and management of work in the federation.

(7) Secretariat of Research:

It undertakes responsibility for implementing the fed-

eration's activities in research and studies to enable it to develop women's status and the federation's methods.

(8) Foreign Relations Secretariat:

It is in charge of implementing the federation's activities relating to developing its relations with similar organizations in other countries as well as organizing contacts with Iraqi women abroad.

(9) Secretariat of Financial and Administrative Affairs:

It is in charge of planning and following up the financial and administrative affairs of the federation's headquarters and branches all over the country.

(10) Bureau of the Autonomous Region:

It is in charge of planning and following up within the activities in the provinces of the Autonomous Region within the plan of the federation. The branches of the federation in the provinces of Erbil, Suleimaniya and Dhouk are linked to this secretariat.

(11) General Secretariat:

It is the link between the president of the federation and other secretariats of the federation.

In addition to the above secretariats, there is a bureau linked to the president of the federation which undertakes the management of nurseries run by the federdation in the

country. A monthly magazine is published by the federation and is under the president's supervision.

There is a branch of the federation in each of the eighteen provinces run by an elected administrative board. There are specialized committees whose functions are similar to those of the central secretariat, except the foreign relations secretariat and secretariat of research. Attched to each of the branches of the federation are sections of the federation in the towns of each province which are run by elected boards and contain committees similar to those of the branch. Linked to the sections are organizational committees in urban and rural areas covered by the section. A member of the administrative board is in charge of each committee helped by a number of other members of the federation. In addition, there are liaison committees in areas relatively distant from the headquarters of the section. These committees impleent the federation's activities in their areas in cooperation with the administrative board of the section.

The federation also makes use of the services of Iraqi women who are abroad, either studying or working. For example, they represent it at activities, seminars and conferences held in various countries in the world or carry out some activities to inform others about the federation. Such activities are coordinated with the Foreign Relations Secretariat and within its annual plan.

Three-year strategies of the federation are laid within its general goals and are sent to the branches to submit their comments and proposals on them. The plan is then

revised and submitted to the Central Council to examine and amend before finalizing it. The plan is then sent to the branches at the start of every year for implementation by the various units affiliated to the federation. The higher unit in the hierarchy undertakes follow-up work quarterly according to a detailed schedule.

The federation draws up its plans and carries them out in coordination with government departments, mass organizations, professional unions and organizations of the Arab Ba'th Socialist Party. The basis of this is that the federation's efforts complement the official and popular efforts made to achieve the emancipation of women. This approach has been helped by the fact that the General Federation of Iraqi Women has become the consultant for the state on issues relating to women.

Coordination in this field has various forms:

(1) Involving representatives of the Arab Ba'th Socialist Party, government departments, and other organiztions in discussing the federation's strategy.

(2) Inviting officials of government departments and other organizations to attend meetings of the Central Council and Executive Bureau.

(3) Involving representatives of government departments and other organizations in committees and working teams formed by the federation to examine issues relating to various aspects of women's issues.

(4) Holding conferences and seminars and inviting specialists from government departments and other organizations to take part in them and express their views on the issues under discussion and contributing to the formulation of conclusions and recommendations.

(5) Organizing joint activities including conferences, seminars, exhibitions and training courses.

(6) Commissioning specialists at government departments and other organizations in preparing studies which serve the women's cause.

(7) Examining resolutions, legislations and regulations relating to women and the family, following up their implementation to determine any difficulties that may arise in application and submitting recommendations on them to the Leadership of the Party and Revolution, including making proposals to amend them or enact new legislations.

The federation has been helped in implementing its plans and programmes by the unlimited support extended to it by the Leadership of the Party and Revolution, prticularly President Saddam Hussein who personally follows up the activities of the federation and provides constant support for achieving women's emancipation. The federation has acted within the guidelines set by the Leadership of the Party and Revolution to emancipate women so that the Federation's efforts in this respect would complement those made by government departments and other organizations. The Leadership of the Party and

Revolution has adopted an explicit approach on emancipation of women considering it as a general political issue rather than a strictly women's issue and reiterating that women's emancipation is achieved within the liberation of society. This explicitness has helped the federation to draw up its programmes with accuracy to contribute to women's development and enable them to enjoy their rights and duties approved by the legislations enacted by the Revolution.

3. Fields of General Federation of Iraqi Women's Activities:

The federation's activities have become varied and extensive during the UN Decade for Women, to match officials' efforts based on the positive and principled position of the Leadership of the Party and Revolution towards the women's cause. This has helped to achieve all the trgets of the UN Decade during its first half. Iraqi women have even gone beyond these targets in the second half.

The main fields of activity within the targets of the UN Decade for Women are the following:

A. Equality

One of the main aims of the General Federation of Iraqi Women (GFIW) is to raise women's standards in Iraq by all possible means, to enable them to enjoy equal rights with men in all political, civil, economic, social and cultural fields as well as equal opportunities in employment. Eventually, women will even assume senior positions in government.

To achieve this the GFIW has been active in the following directions:

(1) Preparation of suitable conditions for the enactment of legislations and statutes to achieve equality between men and women in rights and duties.

(2) Development of current legislations through diagnosis of those requiring amendment or proposing new legislations to secure more opportunities for equality with men and taking prt in working out such legislations or their amendment.

(3) Organization of meetings to acquaint women with the legislations enacted for them and urging them to benefit from these legislations and expose cases of violation of them, in order to deal with them through recommendations of issuing central regulations on the implementation of these legislations.

(4) Participation in the work of committees on the laws relating to women's statutes.

(5) Giving lectures to change prevailing traditional views on women's role and educating society on women's legal status.

(6) Organization of conferences and seminars to discuss women's status and identify obstacles impeding women's full participation in the development process on an equal footing with men and making proposals and recommendations to develop their participation

and follow up the implementation of recommendations by the departments concerned.

(7) Organization of seminars to discuss development of women's participation in decision-making.

(8) Utilization of GFIW cultural, informational and art activities to achieve the target of equality with men in all fields.

(9) Preparation of working papers on the factors affecting women's productivity and making recommendations on consolidating positive factors and overcoming problems and obstacles.

B. Development:

The GFIW has dedicated the majority of its activities to provide the proper conditions for integrating women in the process of economic and social develoment as a tool as well as beneficiary. Its activities can be summed up as follows:

(1) Economic Aspect:

The GFIW has adopted various methods to integrate women in economic activity and define problems and obstacles impeding this target as well as proposing solutions to them. It has coordinated its efforts in this respect with the departments concerned. The GFIW President is member of the Council of Planning and attends meetings of the Council of Ministers, providing the Federa-

tion with considerable opportunities for activities in this field. These can be summed up as follows:

(a) Holding orientation meetings on the importance of nationalization of consumption.

(b) Organization of public markets to sell products made by GFIW members.

(c) Organization of voluntary public action campaigns as well as activities relating to increasing production.

(d) Training women in various skills and for higher positions, to replace foreign labour, and cooperation with government departments and the private sector, to provide their needs in trained women.

(e) Encouragement of cooperative work among women and holding orientation meetings on the importance of cooperative activities.

(f) Opening nurseries for working women's children.

In 1981-83, numerous activities were carried out. In training the GFIW carried out 51332 activities from which 1,796,383 women benefited with some participating in more than one activity. Many of these activities were aimed at enabling women to acquire new skills and information to qualify them for work or an extension of existing participation. Many activities were also directed to rural women to help them acquire new skills contributing to their development.

The Secretariat of Social Mobilization carried out 95,579 activities attended by 4,228,661 women. Many of these involved organization of public markets, orientation meetings on cooperative work, voluntary public work, participation in increasing productivity, and others. The GFIW continued to open nurseries for working women's children during the past four years. They number 120 nurseries throughout the country.

The GFIW also organized a seminar on extending women's participation in decision-making, particularly in the economic field. Through the employment units it has opened at its branches, it has been training women to meet the needs of development to labour in cooperation with government departments and public sector firms.

The recent decision to set up employment units was taken after a series of preparatory measures including holding a conference attended by representatives of various government departments to discuss the proposals of the GFIW.

(2) Culture and Information:

Cultural informational activities at the GFIW has aimed to promote women's recognition of the importance of their participation in the process of development and building, consolidate their self-confidence as well as effecting major positive transformations in their lives and those of their families, for achieving interaction with the process of development and an extension of their participation to benefit from their results on a large scale. To achieve this

the GFIW has carried out the following types of activities:

(a) Organization of gatherings and rallies on national occasions, delivering speeches and distributing posters showing their importance to women.

(b) Organiztion of festivities at which songs and other art activities are presented.

(c) Organization of group singing festivals.

(d) Organization of poetry recital festivals.

(e) Organization of plastic arts and photography exhibitions.

(f) Distribution of posters on national occasions.

(g) Printing of wall bulletins.

(h) Production of films and organization of films shows produced by the GFIW as well as others serving its goals.

(i) Production of songs for presentation by GFIW troupes at festivals and on radio and TV.

(j) Organization of various cultural seminars.

(k) Performance of plays by GFIW groups.

(l) Publication of magazines, newspapers and other

printed materials on women's issues and those which are of concern to society.

(m) Undertaking research, organization of books exhibitions and holding seminars and conferences.

The activities carried out by the Secretariat of Culture and Information in 1980-83 totalled 92,161, from which 3,603,754 women benefited, including some who benefited from more than one activity. In addition, the Secretariat of Research organized two seminars and took part in seven seminars organized by others in Iraq. More than 50 books were published, some of which were translated and published in foreign languages. These books dealt with issues that concerned women in Iraq and the Arab world. Fifteen researchers were commissioned by the GFIW and others were helped to publish their books. Meanwhile, the Federation took part in ten book exhibitions in Iraq and outside. 23,063 books and other publications were sent to 165 institutions including ministries, organizations, universities, scientific centres, museums, libraries and unions as well as a large number of scholars and public figures.

The GFIW has a large library with special emphasis on books for women as well as a section containing documents such as those of the UN, Arab League, GFIW and other Arab women's organizations.

(3) Illiteracy Eradication:

Realizing the importance of women's education and eradiction of their illiteracy, as illiteracy is a major obstacle

impeding women's participation in the process of national development, the GFIW, even before the start of the national comprehensive campaign for illiteracy eradication in Iraq, opened literacy centres and volunteered to teach trainees and train them to learn basic skills. Thus, when the national literacy campaign was launched, its law clearly defined the Federation's role in it. GFIW activities included the following:

(a) Membership of the Higher Council for National Comprehensive Campaign for Literacy and membership of local councils in the provinces.

(b) Urging women, through meetings and direct contacts, to join literacy centres and, later, popular schools.

(c) Organization of visits to literacy centres and popular schools to meet the learners and stress the importance of continuing their education as well as educating them in various political, economic and social issues.

(d) Follow-up of drop-outs from literacy centres and popular schools to urge them to resume their education.

(e) Publication of booklets in simplified language and distributing them to learners to encourage reading and further education.

(f) Organization of seminars to discuss the Federation's role in the literacy campaign and prospects of women's development following eradication of their illiteracy.

Efforts of the GFIW in the field of illiteracy eradication have met with appreciation from institutions inside Iraq and abroad. UNESCO awarded it its international prize as the best mass organization in the field of illiteracy eradication in 1982.

The Federation carried out 124,516 activities in the field of illiteracy eradication in 1980-83 in which 6,557,277 women were involved some of whom benefited from the activities more than once.

(4) Social Field:

Although the Federation's activities in development stressed the importance of achieving economic as well as social development, the latter field received considerable attention by the Federation because of its direct relationship with women's development and their emancipation from the effects of inherted social backwardness as well as releasing their resources to take part in building the country. To achieve all this the GFIW has carried out the following types of activities:

(a) Participation in activities relating to social action organized by various government departments.

(b) Circumcision of children.

(c) Solving family problems submitted to specialized committees at GFIW units.

(d) Publication of pamphlets on improvement of family life.

(e) Examination of legislations on women and the family and submitting proposals to the political leadership on their amendment or enactment of new legislations.

(f) Membership of permanent and ad hoc committees formed by the departments concerned to discuss social issues, and make suitable proposals on them.

The Secretariat of Family Affairs carried out 90,559 activities involving 4,490,561 women, some benefiting more than once, in 1980-83.

(5) Development of Rural Women:

Rural women have suffered most from social and economic backwardness owing to the conditions prevailing in the rural areas as well as lack of services and influence of feudal and tribal traditions. The 1968 Revolution has paid special attention to rural areas and enacted the Law of Agrarian Reform as well as introducing various services to reduce disparity between rural and urban areas. The efforts of the GFIW have consolidated government efforts in this respect within the efforts to develop rural women. Its activities can be summed up as follows:

(a) Organization of visits to villages and rural areas to carry out activities and extend services which contribute to the develoment of rural women.

(b) Organization of seminars to discuss the conditions of rural women and methods proposed to improve them.

(c) Cooperation with government departments and other organizations to organize joint activities contributing to the development of rural women and consolidating their self-confidence.

During 1981-83 the GFIW made 87,730 visits to rural areas and carried out activities from which 3,804,991 women benefited including some who benefited from more than one activity.

Efforts of the GFIW, together with those of government department of Iraqi women in various fields as well as well as increasing their self-confidence. These efforts have actively served society by realizing Iraq's need to reward women's efforts who have shown considerable enthusiasm in placing their services at the disposal of building and development for cultural progress within the field of employment, the family or society. The atrocious Iranian aggression on Iraq was aimed at halting the process of development in Iraq under July 17-30, 1968 Revolution and putting an end to all gains achieved for people in general and women in particular. Since the start of the aggression the GFIW has dedicated all its programmes and plans for mobilizing Iraqi women and reinforcing their role in the battle at various levels. Within this context the Federation has devoted its political efforts to the explanation of the implications of the Iranian aggression and Iraq's constant desire to end the war and settle the conflic peacefully. The Federation has also dedicatd its cultural, informational and mobilization programmes to educate women about the aims and implications of the aggression in order to increase

their readiness to stand to the aggression show more concern for the domestic front as well as intensifying their efforts and activities for the continuation of the process of development and making up for the absent male workers who have joined the armed forces.

The GFIW have set up employment units to train women willing to work. The units will also help; them find jobs in various government departments and the private sector according to the needs of national development plans.

The GFIW has played a major active role in the war effort, through organiztion of civil defence training and formation of civil defence units made up of women; training women in first aid and organization of blood donation campaigns. A large number of GFIW members has volunteered to nurse the wounded in hospitals. Large numbers of women have volunteered to take part in the fighting and the GFIW has cooperated with the local commands of the Popular Army to provide them with training in the use of arms. GFIW members have made regular visits to the battlefront. GFIW units have provided meals to the members of the Popular Army and have set up 'victory tents' at junctions on the routes to the battlefront to see off and welcome fighters and present gifts to them.

The GFIW has also taken part in the national campaign to donate jewellery for the purpose of supporting the national economy. It has also organized meetings for Iraqi women to donate golf jewellery. GFIW efforts have been appreciated by the Leadership of the Part and Revolution

headed by President Saddam Hussein. The Political Report of the 8th Conference of the Arab Ba'th Socialist Party expressed appreciation for the efforts of the GFIW as a major national organization present throughout the country and participating in all national activities as well as actively contributing to the process of social development. As a result, major changes have taken place in society's view towards women and their potential and, consequently, the backward view towards them has been replaced by confidence and all fields have been made open to them, enabling them to take part in supporting Iraq's economy and development on an equal foting with other citizens.

C. Peace:

The GFIW has dedicated its national and international activities towards the establishment of peace as the appropriate setting for women's amancipation and integration in development of the country. The Federation missed no opportunity at the conferences and seminars in which it has taken part to raise the issue of peace, as a basic goal which women should endeavour to achieve. Its activities can be summed up as follows.

— Sending statements, cables and messages to Arab and international organizations as well as internationally-known figures and women's leaders to explain the GFIW views on various national and international issues.

— Hosting delegations from Arab and friendly countries and sending delegations abroad to discuss means and

prospects of cooperation and coordination of efforts on issues of common interest.

— Participation in Arab and international conferences and seminars to express the Federation's views on national issues as well as those which concern the international community in general.

— Holding meetings with ladies of the Arab and foreign diplomatic corps in Iraq to acquaint them with the progress achieved by Iraqi women in various fields and explain the Federation's views on international issues.

— Arranging the activities of liaison committees abroad to strengthen relations with women's organizations in the countries where these committees are.

During 1980-83 the GFIW carried out various activities in this field which can be summed up as follows:

(1) The GFIW has joined a number of Arab and international organizations. It is a founder-member of the General Arab Women Federation and a member of the Committee for Coordination of Women's Action in Arab Gulf Countries, Arab Women Club of the Arab Organization for Families, and Arab Family Organization. It is also affiliated to the Women's International Democratic Federation, Asian Federation of Family Organizations, International Federation of Family Organizations, Belgian-Arab League, and Federation of Asian Women's Organizations.

(2) The GFIW has concluded protocols for cooperation with numerous women's organizations in Arab and other countries.

(3) The GFIW has consolidated its cooperation with UN agencies and regional organizations as well as with the Arab League organs and Arab organizations and has taken part in their activities such as conferences and seminars as well as organization of Joint activities.

(4) The GFIW hosted 136 Arab and foreign delegations and public figures representing womens' organizations and sent 59 delegations to Arab and foreign countries. Through exchange of visits the GFIW has strengthened its relationships with these organizations and learned about their experiences. The guest delegations were able to learn about the experiences of the Federation in promoting women's status.

(5) The GFIW has also strengthened its relationships with scholars, learned societies and women's organizations in Arab and foreign countries through exchange of publications. Thousands of books are sent to 1277 addresses in Arab countries and 787 addresses in other countries. These are addresses of scholars, organizations, trade unions, centres, clubs, government departments, UN agencies, publishers and universities.

(6) The GFIW has issued numerous statements and cables addressed to women's organizations and

leading figures in the world denouncing both Zionist oppression and that of Arab women in Occupied Territories and calling for the support of their just struggle as well as support for other liberation movements in the world, condemning racial discrimination and supporting the right of self-determination.

(7) The president and members of the Executive Bureau met with numerous delegations *visiting Iraq and exchanged views on issues which concern women. The GFIW experiences have also been reviewed.

(8) The GFIW has extended financial aid to national liberation movements and women's organizations in a number of countries. The aid totalled US$600,000.

(9) The GFIW played an active role in the Mexico Conference at which it was decided to designate a decade for women and development. The GFIW also took a leading role in the Mid-Decade Conference held in Copenhagen in july 1980 through the Iraqi delegation headed by the President of GFIW. The Iraqi delegation was very active in the work of the committees formed by the Conference and in discussion of the issues on the agenda and formulation of final recommendations serving the women's cause and consolidating world peace. The Federation also participated in the activities organized at the time of the conference with a large delegation which was able through its various activities to reflect truly the extent of development expressing Iraq's support for the causes of liberation and peace. The Federation also

took part in the international women's conference held in Prague in October 1981 and submitted to the Conference reports on its views on issues which concern the international community in general and women's causes in particular.

The past four years saw extensive participation by the GFIW in Arab and international conferences and seminars. It took part in 34 conferences and seminars including the following:

(1) The Seminar on Arab Women's Role in Confronting Zionist Challenges, Amman, Jordan.

(2) Women's Conference of Non-Governmental Organizations, New York.

(3) International Seminar on Women.

(4) Meetings of the Preparatory Committee for the Conference on Women and Development, USA.

(5) banner of Peace Conference, Bulgari.

(6) Women's Conference on Women and Racial Discrimination, Brussels.

(7) International Seminar on the Shatt Al-Arab.

(8) Meetings of the World Organization for Women's International Democratic Federation.

The GFIW was anxious at these meetings to stress its positions towards issues which concern the world and in particular:

— Explaining Iraq's position towards the Iranian aggression on Iraq, and Iraq's constant desire to end the war by peaceful means.

— Supporting Palestinian women in their just struggle against Zionist occupation and calling upon the international community to extend full support to them to continue their struggle for total libertion of Palestinian land and establishment of a Palestinian state on it.

— Support on women's struggle in Africa, Asia and utilization of the natural wealths of their countries for development so as to achieve their aspirations and aims.

— Condemnation of apartheid and all forms of racial discrimination from which women have been suffering in various parts of the world, particularly in Africa, and support of women's struggle everywhere for the achievement of equality in society.

— Condemnation of the reactionary practices of the Iranian regime aiming to preserve backwardness inherited by Iranian women and to deny them their rights and even take them back into the shadow of backwardness and ignorance.

— Support and appreciation of the role of the Conference

on Women's Role in Development in Non-Aligned and other countries held in Baghdad in May 1979 whose decisions formed a viable basis for organizations' action in the service of the women's cause.

CHAPTER THREE

Strategies For Improvement of Iraqi Women's Status Up To A.D. 2000

Introduction

The strategies for improvement of Iraqi women's status up to A.D. 2000 are founded on the ideological bases of the Arab ba'th Socialist Party as represented in the documents of its national and regional conferences guidelines and the organizational instructions of the Leadership of the Party and Revolution. These bases stress that socialist planning is an effective way to enable all material and human resources to be utilised in a practical and objective anner, achieve economic and social development and create suitale conditions for liberating an from all kinds of exploitation, domination and backwardness and provide him with opportunieies to live freely.

To achieve this objective the state will continue to adopt long- term planning to effect radical economic and social changes and work out a clear perception of such changes for long periods helping to draw up comprehensive medium-term and annual detailed plans and programmes.

Long-term plans stress the need to continue intensive

efforts in guided investment for the welfare of both men and women and raise the technical performance of human resources in such a way that would enlarge citizens' abilities for maximum mobilization of economic resources. Although the plans and programmes based on long-term plans are intended for all citizens, women are to be given a considerable share in accordance with a careful balance, securing continuation of progress and development for women within the general development of society.

According to these bases the strategies for promotion of Iraqi women's status up to A.D. 2000 emphasize that both men and women are the source and objective of the strategies. With determination and well organized collective action material, social and cultural development can be achieved to contribute to the building of civilization and welfare of the nation and society as well as progress of the whole of humankind. Therefore, these strategies aim to develop resources of production and creativity in women and employ them in the service of society and its development through enhancing the sense of responsibility and extending active participation in economic, social and cultural activities. Within this framework the strategies have stressed a number of points particularly the following ones:

(1) Continuation of improvements in educational services and educating the new generation in national spirit, bravery and sense of responsibility, and stressing democratic concepts, socialist behaviour and equality between the two sexes in rights and duties.

(2) Rapid development of health services as well as

preventive and environmental health and coordination of health and nutritional policies.

(3) Extending provision of social services for women who need them most and who have lower incomes from less developed areas.

(4) Continuing to increse production of electricity and water supplies for all villages and rural areas.

(5) Continuing to provide housing services for citizens to srcure stability of economic and social life for women.

(6) Provision of more services in the fields of culture, art and youth activities and involving the masses in them as well extending them to political and economic fields, arts, tecnology and natural sciences to enable women to catch up with developent.

(7) Enhancement of women's role in popular work and increasing their involvement in plitical parties and large-scale and professiona organizations.

(8) Re-division of labour force to secure optimal employment of human resources and promotion of women's role as a productive force within the labour force in various sectors and provision of necessary conditions to enable them to undertake this role.

(9) Achieving developmental balance in favour of the less developed areas by giving them priority as regards distribution of development projects and making furth-

er efforts to reduce the gap between rural and urban areas with special emphasis on extension of health, educational and social services in rural areas.

(10) Promotion of women's role in popular work and political life through increasing their participation in political parties as well as large-scale and professional organizations.

(11) Promotion of women's legal status for securing full equality between men and women in all fields and promotion of women's participation in decision-making positions.

(12) Promotion of women's role in protecting the internal front and developing their activities on national and international levels for the purpose of consolidating the cause of world peace in coordination with regional and interntional orgaizations for liberation of Arab women in occupied territories and emancipation of women suffering from suppression and racial discrimination all over the world.

To achieve these strategies is the responsibility of all government departments and popular organizations expressing society's will and reflecting the principles of the Arab Ba'th Socialist Party which regards the task of women's emancipation as a fundamental requirement for the building of Arab socialist democratic society. Our confidence that objectives of these strategies will be fully achieved is because the political decision will provide unlimited support and follow-up of the implementation of

these strategies as well as overcoming whatever obstacles there may be. Furthermore, these strategies constitute a fundamental part of the state's long-term and medium-term plans, based on their constituting a serious and firm commitment which government departments have fully implemented. They form a programme of action for them during the period of the strategies. In addition, to extend exercise of democratic relations on a comprehensive scale will secure extensive and active participation of all those employed in official and popular organs in the implementation of the strategies and achieving their goals according to the schedules set for them.

The strategies have been divided as follows:

1. Development:

1. Social development including:

    1.1 Education and training.
    1.2 Health
    1.3 Social Services.
    1.4 Basic services.
    1.5 Information.
    1.6 Mass mobilization.

1. Economic development including:

    2.1 Industrial sector.
    2.2 Agricultural sector.
    2.3 Trade and services.

2. Political participation and promotion of women's legal status.

3. Enhancement of women's participation in decision-making positions.

4. Peace including:

    1. Consolidation of international peace.
    2. Regional and international cooperation.

Development:

1. Social development covers the following aspects:

1.1. Education involves two aspects, one relating to the education and training of women, and the second relating to women's employment in this sector.

1.1.1 Women's Education: Efforts in this field concentrate on the following guidelines:

(a) To fully direct education towards the achievement of national aims and in conformity with the social and educational policy adopted by society and the state emphasizing release of women's energies and promotion of the prospects of their development.

(b) Promotion and diversification of women's education all over the country after completion

of compulsory education through various channels to provide continued self-education and further education.

(c) Introduction of models and types of parallel education and informal education suiting women's abilities, tendencies and conditions and enabling rural women to continue their education.

(d) Development of academic curricula and inclusion of new materials and subjects which explain and enhance women's status and role in society, raise their scientific, educational and cultural abilities and increase their skills in such a way that would match the requirements of their jobs and family responsibilities in bringing up their children and serving society through the following measures:

- Promotion of science as approach, content, thought and application and making it part of general culture and basis for comprehensive national development in Iraq as well as promotion of scientific research and securing women's active participation in scientific and technological revolution.
- Projecting women's status in Arab heritage as an incentive for reviving their role in the present historical period and emphasizing their active role in cultural and human progress.

- Inclusion in school curricula of study of the present conditions of Arab society and its urgent needs, by adopting science and technology to face up to the enormous challenges surrounding the society represented by Zionism, imperialism and division to utilize its material and human resources to achieve comprehensive development and extend women's active participation.

(e) Emphasis in women's education on promoting positive attitudes towards employment of various forms and fields including collective, popular, vocational and manual work as well as practising and respecting it as a fine international human asset. Attention should also be given to organization of work, cooperation, in addition to raising efficiency of production and enjoyment of work.

(f) Emphasis in the programmes and curricula of women's education on achieving balance between the two principles of originality and innovation and reconciling the two as they are necessary for continued sound development of women's character.

1.1.2 Women's employment in the educational sector:

(a) Extension of utilization of women's energies in the field of education to secure optimal utilization, extension of deminization of teaching

staffs in nurseries and kindergartens and recruitment of mixed staff for primary and secondary schools whenever possible.

(b) Provision of suitable psychological and social conditions for increasing women's participation in the educational sector through providing care for children and extending school hours in kindergartens and in primary education.

(c) Enabling women to take up administrative and supervisory jobs in the educational sector on an equal basis.

(d) Extending the opportunities for scientific and professional growth for working women in the educational sector through provision of fields of specialization which enable them to continue their study of science and higher education as well as applying various training methods aimed to raise the level of their performance.

(e) Expansion of postgraduate studies as well as increasing women's admission to enable them to continue their education and specialization for Master and doctoral degrees in accordance with society's needs and those of national development.

(f) Expansion of women's participation in teaching staffs of vocational education, particularly industrial and agricultural education as well as

opening new vocational fields to enable women to utilize their resources and enhancing their participation in supporting the national development plan through provision of middle technical cadres.

(g) Organization of training courses to qualify women educational staff willing to supervise kindergartens as needed by all provinces.

(h) Opening university departments at colleges of education to qualify teachers for kindergartens.

(i) Organization by the Ministry of Labour and Social Affairs in cooperation with the General Federation of Iraqi Women and the Ministry of Education of courses for preparing and training of teachers employed in nurseries to secure utilization of women's resources as well as increasing the number of nurseries to enable women employed in the socialist and private sectors to fully exercise teir role on equal footing with men in the development and building processes while feeling content about their infants and provision of sound educational and social upbringing.

(j) Raising the rates of admission of female secondary school leavers to colleges of education to secure meeting the needs of secondary education growth in the light of the large number of girls' admission to schools resulting from imple-

mentation of the Law of Compulsory Education.

(k) Organization of more training courses to qualify female graduates of Colleges of Arts and Sciences willing to join the teaching profession to meet the needs of secondary and vocational education to teachers of various subjects.

(l) Optimal utilization of female graduates of education, psychology, educational guidance and sociology to work as educational supervisors in intermediate and secondary schools for girls as well as opening other departments in the above fields of specialization at colleges of education and arts to extend the experient of education supervision.

(m) Increasing admission of girls to teacher training departments at the University of Technology, Colleges of Administration, Economics, Agriculture and Academy of Fine Arts to meet the needs of vocational schools adn requirements of the national development plant.

(n) Emphasis on recruitment of women as teachers and trainers in vocational education by opening new vocational courses and fields of specialization according to society's needs plans. Such courses could be in tourism, hotel management, postal services, interior decoration, etc.

(o) Recruitment of female staff members of col-

leges of education to secure equality between men and women in co-educational institutions' (students and staff) and giving special attention to meeting the needs of female teacher training colleges.

1.2 Health

1.2.1 Expansion of provision of services for maternity care, child care and family health.

1.2.2 Endeavouring to lower the death ratio among pregnant mothers from 12 per 10,000 living births at present to 9 per 10,000 in 1990 and 6 per 10,000 in 2000.

1.2.3 Increasing the number of beds in maternity hospitals representing 10% of the total number of beds and due to rise to 20" by A.D. 2000 by increasing the number of maternity hospitals to match population density in various regions to provide comprehensive coverage of these services.

1.2.4 Increasing the number of physicians as well as nursing and health workers in health services, adoption of new methods of admission to training institutes as well as improving work conditions in order to achieve the following goals set by the Ministry of Health: 1 physician per 1000 citizens, 4-8 health workers and 2-4 health nurses per physician. This requires training 24,000 physicians by the end

of 2000 if we take into account that Iraq's population will exceed 24 million by then. The number of health workers needed is expected to be about 90,000 and that of nurses more than 50,000 to provide adequate health services or all citizens by A.D. 2000.

1.2.5 Extension of recruitment of women cadres in some specialized medical and health care jobs such as those in maternity, mother and child care, nutrition, etc.

1.2.6 Promotion of health and environmental awareness among citizens with special emphasis on women as they are the most concerned with family health, through orientation programmes at schools, institutes, colleges and mass organizations as well as distribution of pamphlets, posters and wall bulletins on health education.

1.2.7 Promotion of coordination of efforts for basic health of government departments and non-governmental organizations.

1.3 Social Services:

These are of two types: Those for the groups needing them most and those intended to facilitate women's work:

1.3.1 Social services for the groups needing them most:

(a) Fatherless and/or motherless children and those suffering from cases of family disintegration:

- Expansion of vocational rehabilitation of disabled women to utilize the remaining abilities using various modern techniques.
- Enabling physically or mentally disabled women to integrate into society.

(d) Aged Women:

- Continuing endeavours to develop programmes of action for care of the aged in the light of raising life expectancies and changes arising from the movement of society and fast urbanization.
- Consolidating the concept of age integration in society and the family's role in undertaking their responsibilities towards aged women in the light of the teachings of Islam and Arab traditions to achieve maximum integration between the aged of both sexes with other age groups in society.
- Continuing to implement Recommendation 162 approved by the International Labour Conference at its 66th Session in June 1980 on older workers aiming to achieve equality in opportunities, employment, protection of the aged during eployment and preparing them for retirement.

(e) Minors:

- Improving facilities for securing various aspects of social, cultural and financial

- Continuing to develop types of care for the above group.
- Continuing to employ modern methods in running public hostels where the members of the above group are accommodated and opening the required number of these hostels.
- Study of the requirements of impelementing the scheme of children's villages to provide modern social care.

(b) Widows and divorced women with a minor, and women disabled due to illness or old age:

- Continuing to provide social and economic security for women in the above cases who have low or no income by paying them social welfare allowances.
- Promotion of programmes to raise educational and social levels of women of the above group.
- Promotion of programmes of those women who are unable to work through setting up and developing centres for social, medical and psychological care for them

(c) Disabled Women:

- Continuing to provide social, psychological, health and cultural services for disabled women free of charge and setting up more specialized centres to care for them.

aspects relating to minors.

- Strengthening adoption of social research and study of minors' affairs.

(f) Homeless Women:

- Promotion of programmes for protection from displacement.
- Continuation to give special attention to rehabilitate homeless women applying modern theories and trends and the reform phlosophy adopted by the state.

(g) Delinquents:

- Continuation of efforts to develop rehabilitation, social, health and educational programmes for delinquents within the reform centres set up for them
- Endeavouring to provide social security for the families of the inmates of reformation centres.

(f) Convicts (inmates of women's reformatories):

- Monitoring the correct application of legislation, conforming to contemporary penal trends approved by the international community and rules of the minimal treatment adopted by Iraq.
- Development of programmes for rehabilitation of inmates against whom sentences have

been passed or measures taker according to law, through application of programmes of behavioural, professional and educational rehabilitation according to competent planning.

- Continuing to develop cultural, national and religious education of inmates.
- Developing employment for inmates of reformatories, and programmes of vocational training, because of the educational, social and economic benefits of training and employment.
- Development of care programmes for the children of inmates and adequate provision for them of nurseries attached to the reformatories.

1.3.2 Social services aiding women's employment:

(a) Setting up a large network of nurseries and kindergartens to provide adequate care for children in conformity with modern educational trends and facilitating women's employment because of the anticipated expansion in women's labour during the period of these strategies.

(b) Contonuing to prepare technical and basic requirements for the work of nurseries and learning from the UNICEF experiences in this field.

(c) Making considerable efforts to establish the technical basis necessary to organize facilities of domestic work to help families. This would spare resources greatly needed in conformity with rapid social and economic transformation and growing need to employ women's labour in government departments and society.

(d) Promotion and development of food industries to provide semi-ready and canned food at low prices, changing patterns of food preparation to facilitate expansion of women's employment, and opening restaurants where reduced prices are charged at places of work.

(e) Developing the role of cooperatives to meet the shopping needs of working women.

(f) Confirming working women's right to enjoy privileges and rights granted to them in the legislations on women's employment giving special attention to organization of women's affairs and bringing up their children, including the right to have ordinary and sick leave as well as special leave for pregnancy, childbirth and maternity.

(g) Confirming the values that respect domestic work and the principle of mutual equality in the distribution of roles undertaken by the members of the family.

(h) Support of the efforts of society and various organizations to promote development awareness, positive values of work, rectification of stereotypes and irrational social conventions on women's status, roles and potential for the purpose of bringing about understanding of the significance and implications of women's participation in non-domestic work.

1.4 Basic Services:

Efforts will continue during the period of the strategies to implement the measures necessary to achieve qualitative movement of man in the new society. This requires continued efforts to provide basic services for women at levels conforming to their role in the movement of society and the process of socialist building. The strategies aim to spread these services all over the country to extend them to the strata of society in a more harmonious manner in the light of guidelines drawn up by the Arab Ba'th Socialist Party and its programmes for completing the bases of socialist building. Although the strategies are to emphasize all aspects of those services helping the development and progress of society in general and women in particular, we will concentrate here on the following aspects:

1.4.1 Electric Power: All major cities and a major proportion of villages and rural areas have been supplied with electricity during the UN Decade for Women. Efforts will continue to cover the remaining regions with electricity in the first few years of the period of the strategies.

1.4.2 Drinking Water: The number of those who benefit from the network of drinking water during the UN Decade for Women has risen to 90% of the total population of Iraq. Over one hundred drinking water projects as well as scores of drinking water points will ensure that the whole population will benefit from drinking water networks in the early years of the strategies. In the meantime, efforts will continue to implement projects for drainage and processing of untreated water to increase the number of those benefiting from such services.

1.4.3 Housing: Development of the living standards of citizens and growing number of new families will lead to continuous need for new housing units. Consequently, emphasis, in the field of housing during the period of the strategies, will be laid on the following:

(a) Completion of distribution of 4000,000 plots of land to citizens all over the country according to the plan drawn up for this purpose.

(b) Meeting citizen' demands for major building materials by building new factores and expanding and developing existing ones as well as introduction of advanced technology.

(c) Continuing to build integrated residential complexes containing various services and expansion of vertical housing to ensure maximum use of land available for housing and facilitating provision of services to these complexes.

(d) Extension of the role of the cooperative sector in the construction of residential units for members of housing cooperatives.

1.4.4 Residential Centres: Efforts are to continue during the period of the strategies in both urban and rural areas. In the former the policies for the development of major residential centres involve plans for the development of towns in the next 20-25 years as well as drawing up basic plans for the existing towns. Studies are to continue on reducing migration to the major cities, particularyBaghdad, Mosul and Basra by building new towns of various sizes close to them, according to the economic activities there and the labour force required to activate them. In the latter, all rural settlements and rural villages have been surveyed and the basic services needed, such as schools, health centres and electricity and water supplies. An integrated plan to develop these settlements has been drawn up within integrated local norms, linking this plan to those of other towns. Some villages have been selected for development as service villages for surrounding settlements. These villages have been classified according to their size or the type of services to be extended to them.

1.5 The information strategy for women: This strategy aims to deepen trends and values related to women's status in society and their vital role in development reflected in political, economic, social, cultural, scientific and other fields. This is accompanied by emphasis

on the advanced model of women having an integrated natural character and acting on the basis of human and national premises in order to promote their role and upright relationship with Iraq, the Arab homeland and all friendly countries of the world.

Fields covered by the information strategy: Information activities, including various mass media, are carried out by both public and private sectors. Furthermore, since there is a close link between information activities and culture and art activities, the plans to be adopted by the General Federation of Iraqi Women to translate this strategy into tangible and practical results will involve clear programmes as follows:

1. Plans in each of the three fields of information, culture and art.

2. Plans in public and private sectors.

Departments and organizations concerned with implementation of the plan: The General Federation of Iraqi Women is to play a major role in coordinating informational, cultural and artistic work in public and private sectors, for the purpose of developing the general comprehensive informational plan of the federation showing the role, in the general plan, of the following departments and organizations:

1. The General Federation of Iraqi Women.

2. Ministry of Culture and Information, the central

public authority specialized in information.

3. Informational and cultural organs in other government departments.

4. Non-governmental organizations policies adopted by the plan: Although the Ministry of Culture and Information, the main authority concerned, is responsible for the three types of activities: information, culture and art, and although there are various parties concerned with information, the following is the general policy based on three axes for the implementation of the federation's informational plan:

   2. The media are to devote special programmes to presenting women in terms of their relationsips and their vital role in political, economic, social, cultural and other fields. Following are some examples:

      - The State Organization for Radio and Television is to increase programmes on women's activities.

      - Iraqi News Agency is to increase reception and distribution of news of women's activities in Iraq, the Arab homeland and other countries for the purpose of projecting women's contributions and active role in society; dissemination of news about women's intellectual activities and the their creativity in order to benefit from them and increase experi-

ences of the Arab homeland and various friendly countries.

- Press organizations publishing newspapers and magazines are to concentrate on women's strategies and, consequently, endeavour to translate them into relevant topics regularly under supervision of specialist.
- Publishers in Arab and foreign languages are to promote publication of articles on strategies designed to enhance women's status.
- Publishers of children's literature and other publications are to develop education and culture of children and adolescents through promoting carefully studied educational ideas for the purpose of providing sound and equal education of both sexes with special emphasis on all trends and attitudes leading to discrimination and isolation of women
- Organizations concerned with music, the plastic arts and drama are to promote works on feminine themes on the basis of the above premises and rejecting the use of forms and expressions alien to these premises.
- The plan should contain policies adopted by the censorshp departments to censor books and other publications imported with contents contradicting the principles and values adopted in the strategies for women.

2. The informational plan is to promote women's participation in activities related to culture, art and the media and also as direct contributors in the fields of music, plastic arts, literature as well as radio and TV.

3. The plan for the departments of the Ministry of Culture and Information to contain programmes benefiting promotion of women's status in qualitative and quantitative terms to help them take up senior posts and regularly contribute to planning, organization and taking of administrative decisions at various levels within the organizational structure of governmental departments and state organizations.

   Additional activities and programmes may be needed to implement the strategic goals for women in cultural and informational activities such as training, research and development as well as attending seminars and conferences and participation in drawing up and developing annual plans.

1.6 Mass mobilization: The strategy stresses the importance of mass mobilization in creating the intellectual, cultural and spiritual atmosphere needed to develop the mentality of both men and women and paving the way to promote women's status and concentration of efforts made to provide them with opportunities for

extensive participation in the process of development.

The strategy considers efforts made by people very important and complementary to official efforts and stresses the need for all efforts to parallel in order to achieve qualitative development of women's status and ensuring their active participation in the process of social change. On this basis the strategy is to concentrte on the following:

1.6.1 Promotion of women's role in voluntary action by the masses and their membership in political parties and mass and professional organizations.

1.6.2 Drawing up programmes to develop skills of leadership among women to enable them to take up senior positions in the leaderships of these parties and organizations.

1.6.3 Promotion of coordination and cooperation between parties and organizations and drawing up an integrated joint polan for the enhancement of women's status within the framework of the national development plan and identifying the roles clearly to ensure follow-up of the stages of implementation accurately as well as diagnosing obstacles and overcoming them at an early stage.

1.6.4 Extension of material and moral support to organizations to enable them to implement the roles assigned to them within the framework of the plan for the promotion of women's status

1.6.5 Directing the programmes of parties and mass and professional organizations to serve women's cause and achieve the necessary changes in society's attitude towards them and their ability to contribute to the process of development.

2. Economic Development:

2.1 General Objectives:

2.1.1 Enhancement of women's participation in all political, economic and social fields and improvement of their performance so as to achieve equality between the sexes.

2.1.2 Completion of data and statistics showing the proportion of women's participation in the labour force, both at present and potential, as well as the major indications in all fields of their employment in the public and private sectors for use by planners and policy-makers on development plans for the promotion of women's status.

2.1.3 Involvement of women, in increasing ratios, in economic planning through participation in the work of the departments concerned with decision-making or those benefiting through consultations from the plans.

2.1.4 Drafting of plans and programmes for the future in order to meet the needs and provide the necessary services for a growing number of working women, in

view of women's special needs and in recognition of the dual role of most women; both housekeeping and working outside the home. This would reduce their burdens and responsibilities and enable them to more actively perform both roles within their capabilities.

2.2 Sectorial Objectives:

2.2.1 Industrial Sector:

(a) Provision of incentives and appropriate conditions for increasing women's employment in the industrial sector reflecting the growing importance of this sector and expansion of women's participation in development.

(b) Provision of more training opportunities for working women in various industries to acquire the skills and experience needed to take up higher jobs, at wages better than the low wages category where a large number of women are still employed, particularly when new techniques are introduced, which enable women to benefit from the technological progres, increase their productivity and improve their positions thus betterring living standards.

(c) Encouraging women to go back to work, if they are forced through family conditions, to abandon their jobs for certain periods. This means facilitating procedures and provision of retrain-

ing programmes to acquaint them with new methods and provide them with sufficient skills to cope with development leading to improvement of their positions at their places of work and benefiting from the advantages of such progress.

(d) Drawing up policies to secure employment of women in jobs of high productivity in various fields and levels of the industrial sector as well as rejection of policies calling for concentrating women's employment in traditional industries and fields with low productivity.

(e) Provision of further support and incentives for women's involvement in the fields of the industrial sector as housewives. Emphasis in the early stage is to be laid on small industries whose management suits the abilities of a large number of women who are qualified and willing to take up such jobs.

(f) Introduction of patterns of part-time jobs to provide a degree of flexibility for women under certain family conditions enabling them to take up part-time work. In addition, reasonable incentives and privileges proportionate to women's productivity, should be introduced, because the services extended to the family during such periods are an important aspect of social development and highly valued by the state.

(g) Conducting studies on social, economic and behavioural phenomena arising from social and economic transformations in society as a result of industrialization and comprehensive development.

2.2.2 **Industrial Sector:**

(a) Re-consideration of rural dvelopment plans as required by technical and economic needs of the agricultural sector, taking into account women's abilities and the conditions of rural society, in order to achieve higher integration of rural women in development in this important economic sector.

(b) Encouraging women to actively participate in and benefit from all progremmes of rural production such as animal husbandry, fisheries and development of any rural industries in which a high proportion of rural women are involved.

(c) Endeavouring to integrate women as beneficiaries from and participants in the design and selection of methods appropriate for use in rural development, leading to economising in effort, time and material resources, as well as utilization of sources of cheap energy enlisting the efforts of non-governmental organizations particularly the General Federation of Iraqi Women, to acquaint rural women with their importance

and training them in their use to improve their social and economic conditions.

(d) Coordination of efforts between government departments and other organizations to extend training programmes, orientation policies, training of female middle cadres willing to work in the fields of supervision, training and orientation with emphasis on development of local cadres as well as provision of housing and accommodation facilities, incentives and other necessary services.

(e) Increasing women's participation in agricultural cooperatives and provision of extension services relating to women's needs in support of the principle of equal opportunities in this vital field of the agricultural sector. Furthermore, efforts should be made for increasing support and aid to manaerial cadres and training them to improve their performance in the management of agricultural cooperatives.

(f) Provision of requirements necessary to train women employed in this sector in the use of modern agricultural methods, machinery, fertilizers and pesticides to increase their productivity.

(g) Endeavouring to provide women who migrate with their families from rural areas with the services they need to work in urban areas as

well as endeavouring to restrict this migration through providing job opportunities suitable to the resources of the areas from which there is large-scale migration.

2.2.3 Trade and Services Sectors:

(a) Promotion of women's role in administrative and technical organs in both sectors and training them to improve their performance.

(b) Promotion of field studies in both sectors to identify the nature and size of women's employment and use the conclusions of the studies to improve women's status and their contribution as workers and professionals.

(c) Provision of further opportunities to women to take up senior positions in the two sectors with emphasis on re-consideration of the minimum conditions to do so in order to set conditions that suit the abilities of the majority of women seeking employment as well as provision of the necessary requirements such as credit facilities and extension of technical aid in coordination with the departments concerned.

(d) Emphasis on the importance of enabling women to use the opportunities available in these two sectors to improve their leadership and technical skills as well as emphasis on extending women's participation in new fields in

these sectors and enabling them to take up senior positions and make use of the opportunities of decision-making and social and other material privileges to enhance their status.

3. The Strategy of Women's Political Participation and Development of Their Legal Status:

The new political and legal status of Iraqi women reflects the extent of the Revolution's awareness of the need to change women's status and institutionalize it for the present and future. The political leadership has adopted this course by changing the legislations through reformation of the legal system. The Law of Reformation of the Legal SDystem defines the steps of this movement. In addition, the political views emphasizing women's political and social roles have been expressed clearly in the Political Report of the Ninth Regional Conference of the Arab Ba'th Socialist Party. All this requires emphasis on continuing the same course to develop Iraqi women's legal status and secure their full political participation in working out Iraq's strategy in this respect.

The strategy of women's political participation and development of their legal status in Iraq stresses the need to take the following measures:

3.1 Political Aspects:

3.1.1 Consolidation of means of implementation aimed to develop general social aswareness of the significance of women's political participation to provide

appropriate social conditions for exercising their political rights without hesitation.

3.1.2 Paying attention to women's political education to ensure their extensive participation in politics.

3.1.3 Promotion of women's assumption of political positions to ensure women's extensive participation in making of political decisions and thought.

3.2 Legal Aspects:

3.2.1 Educating women in their rights and obligations as well as extension of legal advice services for the purpose of providing legal aid and spereading sufficient awareness of legislations.

3.2.2 Examination of legislations to determine their conformity with the provisions of the Convention for Elimination of All Forms of Discrimiation Against Women, with the aim of amending them within the framework of reformation of the legal system in Iraq.

3.2.3 Plans of the legal and social research centres include the following:

(1) Field studies on the problems of women's status and their relationship with law for use in teaching at colleges of law and the Institute of Legal Studies for the promotion of legal awareness of women's cause.

(2) Conducting detailed research on definition of those cases in which laws have a discriminatory character against women's rights, to determine the extent to which overlapping between laws and prevalent conventions hinders progress in the application of new legislations advocated by the reformation of the legal system movement.

3.2.4 Extention of women's employment in judicial organs and legislative organs as a major task, enabling women to take part in decision-making.

3.2.5 Involving non-governmental organizations in legal reformation committees and discussion of laws drafted by them in addition to extending women's participation in these committees in numbers dictated by the needs of specalization.

3.2.6 Ensuring coordination between legislative bodies and non-governmental organizations to enable the latter to exercise their role in monitoring for the purpose of ensuring application of laws to protect women's rights.

4. Development of women's Participation in Decision-Making:

4.1 Reconsideration of educational curricula at all stages, and in all relevant fields reflecting equality between men and women in terms of abilities so that young generations of both sexes will have positive ideas

about women's abilities in undertaking public responsibilities as equals of men.

4.2 Continuing to stress the need to be fully committed to the application of legislations on equal opportunities for men and women in various aspects of public life as well as support of organs supervising application and facilitation of their tasks to esnure a high degree of efficiency and endeavouring to overcome without delay obstacles that may arise in application.

4.3 Urging the official media as well as mass and professional organizations to direct their progremmes towards stressing the importance of accepting women in senior positions in public life and emphasizing that this will not affect the men working for them, because reaching these advanced levels was the result of their competence and abilites in which men and women are equals.

4.4 Endeavouring to include in the training policies of governmental departments as well as mass and professional organizations more opportunities for working women to benefit from training programmes, especially to prepare leaders and improve skills of leadership to reduce disparity between those who occupy senior positions of both sexes.

4.5 Calling all governmental departments as well as mass and professional organizations to fix ratios for women who are to take up senior positions in work up to A.D. 2000 proportionate to the size of their labour

force, the types of their work and training progremmes of middle and upper cadres.

4.6 Directing mobilization efforts of all departments and organizations concerned to urge women to realize the importance of developing their abilities and benefiting from available development opportunities and proving their competence as major beneficiaries.

4.7 Need to reinforce the role of mass and professional organizations in general and the General Federation of Iraqi Women in particular to train women for middle and senior positions by improving their abilities to perform their jobs at advanced levels with efficienty.

5. Women and Issues of Peace and Regional and International Cooperation.

Introduction:

Since the inception of July 17-30, 1968 Revolution, Iraqi women as an integral part of society and its national forces have enjoyed numerous gains and achievements. The 9th Central Report of the Regional Conference of the Arab Ba'th Scoealist Party which is leading the revolutionary course and authority in Iraqi society ensures that the Party is aware that the process of women's emancipation is not merely a question of passing a legislation of existence of a women's organization. Rather it is a process which is closely kinked to the structure of the political system, its social philosophy and degree of cultural progres. Liberation achieved by society provides genuine opportunties for

women's emancipation and equality in human rights with men. This would be parallel to the progress achieved by society to eleminate relationships of exploitation and backwardness and replace them with advanced socialist relationships. According to this perception of women's rights and freedom, women have won equal opportunities in the fields of education, legislation and political, professional and unionist activities. They have entered factories, take part in political struggle and elections. Women have also won legislations in the fields of personal status achieving considerable balance in their social status.

On the basis of these principles the revolutionary government in Iraq has done its best in the process of development, building and progress and has endeavoured to achieve further prosperity for the Iraqi people in conditions of peace and stability. The revolution, however, has been subject to rancour of reactionary and backward regimes and target of several plots aimed to halt Iraq's progress and keep it backward and even lead it back to the dark ages.

The armed conflict imposed by Iran on Iraq has, indeed, been aimed against Iraq's progressive achievements at the forefront of which are the achievements of Iraqi women in all fields of life. The present Iranian regime has sought to cause regression taking back the whole of society and women in particular. This regime's attempts to cause reactionary regression have not been limited to Iran but efforts have been made to export it outside Iran as well as intervention in neighbouring countries' internal affairs for the purpose of spreading the so-called Islamic revolution.

Events have proved beyond doubt that the revolution in Iran is not genuinely Islamic but rather a reactionary regression which has taken Iran back to the dark ages. Indeed, what has been taking place in Iran in the name of Islam is based on sectarian reactionary fanaticism.

Its policies are those of expansion at the expense of others and their rights as well as destabilization of the safety and stability of the region.

The present racist and reactionary regime in Iran has attempted to elemeinate all progressive forces in Iran, spread reactionary ideas and destroy progressive gains abroad. It has launched war on Iraq and attempted to destroy its economic interests and hinder the process of development in Iraq and the whole region. This regime has rejected all international mediation efforts to settle the conflict and reach a just, honourable and peceful solution ensuring Iraq's rights and allocation of national resources for the purposes of developent and prosperity for the peoples of the two countries. Thus, the Iranian regime has proved its opposition to development, rejection of peace and total disregard for international law and conventions.

Obviously, it is Iran alone which bears full responsibility for the outbreak of the war as well as for its continuation. Mr. Tareq Aziz, Iraq's Foreign Minister, said in his speech at the 39th Session of the UN General Assembly: "The Iranian regime has given itself unusual privileges without any basis in international law and rules of relations between peoples. This regime has insisted on committing aggression and imposing its mandate on Iraq and peoples of the

region and even the whole world. It has interfered by various means in the internal affairs of Iraq and countries of the region and many countries in the world. It has endeavoured to export its backward blood-thirsty ideology to other countries ignoring the fact that it should only concern itself with Iran's affairs and that nobody in this world has the right to impose mandate on others."

Iraq which believes in the principles of the United Nations, namely peaceful co-existence, settlement of conflicts by peaceful means, non-intervention in the internal affairs of other countries and which has accepted the resolutions of the United Nations, Non-aligned Movement and Islamic Conference Organization, holds Iran responsible for impeding achievement of the UN goals of development, peace and equality and calls for standing up to this regime and punishing it.

1. Consolidation of World Peace:

To achieve peace in the Arab region, efforts should be made to solve three major issues at the regional level as well as other issues at the international level:

1.1 Iraq-Iran War:

1.1.1 This war which has been going on for about five years requires intensive international efforts to reach a comprehensive peaceful settlement for establishment of just and honourable peace for both parties, sparing no efforts and resources for the process of development and progress. The objective of just and

honourable peace requires a positive response to mediations and calls by the international community. These include resoltions of the UN Security Council, Non-aligned Movement and Islamic Conference Organization as well as other efforts which were all welcomed by Iraq but rejected by Iran which has continued to threaten Iraq and intervene in its internal affairs violating international law and conventions including the UN Charter and principles of the Non-aligned Movement.

1.1.2 The issue of peace and security is a major one in Iraq's policy. Iraq has always reiterated its concern at all international conferences and forums with the issue of peace. It has submitted several draft resolutions and proposals aimed to achieve peace and security as well as stability and non-intervention in the internal affairs of other countries. The National Charter of Febbruary 8, 1980, reflects Iraq's firm concern with peace.

1.1.3 There is no doubt that the Iraq-Iran war has had repercussions for the whole Arab Gulf and Indian Ocean region, exposing it to international conflicts and dangers of intervention. In addition, continuation of this war threatens to further jeopardize peace, stability and development.

1.1.4 Continuation of the Iraq-Iran war has placed Iraqi women under hard conditions, especially for the mothers and wives of POWs who have been under difficult psychological conditions, because of what

their sons and husbands have been suffering in POW camps. A number of Iraqi POWs have been murdered and others have been under psychological and physical pressures. Meanwhile, the International Red Cross has reported that Iran has refused to provide full lists of Iraqi POWs.

In the meantime, Iranian women have also been suffering under a backward and reactionary regime. Their children, sons and husbands have been sent to the battlefront in addition to the conditions of backwardness and suppression imposed by the Teheran regime.

1.1.5 Women's organizations throughout the world are called upon to do their utmost to put an end to the Iraq-Iran war as soon as possible to dedicate all resources to the process of development under peace.

1.1.6 The objective and just basis for any solution to the Iraq-Iran conflict guaranteeing the rights of the two belligerants and establishing peace and security in the region can be summed up as follows:

— Withdrawal of the forces of the two parties to the internationally-recognized border.

— Total exchange of POWs.
— Total and immediate ceasefire and termination of all hostilities.

— Conducting negotiations over outstanding issues between the two countries on the basis of the UN Charter and principles of international law.

2. Palestine Issue:

Iraq regards the Palestine issue as the central issue in its foreign policy and the essence of the conflict in the Middle East. There is no doubt that the Palestine issue requires a solution based on justice which is indivisible and involves the following:

2.1 Granting the Palestinian people their inalienable rights including their right to return to their homeland Palestine, and their right to national independence and establishment of its sovereign state led by the PLO, their sole legitimate representative.

2.2 Emphasizing the important principle of disapproval of seizing land by force as well as the need for full unconditional withdrawal from all Arab and Palestinian territories.

2.3 The Palestinian issue can not be discussed in the absence of the Palestinian people. None of the UN resolutions has denied the right of the Palestinian people to their own independent state. Indeed, the inalienable rights of the Palestinian people including the right to return to their homelandwas confirmed in Resolution 2535 at the 24th session of the General Assembly. Several UN resolutions have approved the legitimacy of struggle for self-determination for peo-

ples under imperialist rule and foreign domination, including the right of the Palestinian people. Therefore, peace in the region will not be achieved unless the Palestinian people have restored their legitimate rights and unless relevant UN resolutions have been applied including the return of the Palestinian people to their homeland and establishment of their independent state on the land of Palestine.

Due to Israeli occupation of the land and people of Palestine, peace in the region can not be achieved except through implementation of the above as well as the following:

— Implementation of UN resolutions on the inalienable and legitimate rights of the Palestinian people including their rights to return to their homeland and to self-determination and establishment of their independent state on the land of Palestine under the leadership of the PLO, their sole legitimate representative.

— Denouncement of the establishment of Israeli settlements on occupied Palestinian territory, the international community should take intensive efforts to put an end to Zionist schemes involving pursuit of policies of suppression, detainment, confiscation of property and forced displacement and other inhuman practices. These should all be condemned as they constitute violations of the 1949 Geneva Conventions on the treatment of civilian population in the case of war. UN resolu-

tions in this respect should be implemented

— Provision of financial and technical assistance to Palestinian schools, institutes and universities in occupied territories, enabling schools not to close down as provision of aid to UNRWA.

— Calling upon international organizations to provide further financial and technical assistance to organizations and programmes aimed to improving the status of Palestinian women in coordination and consultation with the PLO, in implementation of the document of procedures on Palestinian women submitted by ECWA to the World Conference for Women in Copenhagen in 1980.

— Holding an international conference sponsored by the UN on the Middle East issue on the basis of the UN Charter and relevant UN resolutions for the purpose of achieving a comprehensive, just and permanent solution of the Palestinian issue with participation of the parties concerned, including the PLO in accordance with the resolutions of the Fez Summit.

— Confirmation of commitment to the decisions of the 1975 Mexico Conference and those of Copenhagen Conference stressing that international cooperation and peace required implementation of national liberation, independence and liquidation of imperialism, neo-colonialism, foreign occupation, Zionism, apartheid and racial discri-

mination in all forms as well as recognition of peoples' right to self-determination, particularly because UN General Assembly Resolution 3379 in the 30th session in 1975 regarded Zionism as a form of racism and racial discrimination.

3. Israeli Occupation of South Lebanon:

Israeli invasion of Lebanon in 1982 and reoccupation of South Lebanon have proved once again Israel's expansionist designs in the region. Therefore, the international community should exert intensive efforts for:

3.1 Ending Israeli occupation of occupied Lebanese territory in South Lebanon to enable Lebanon to restore its sovereignty and territorial integrity.

3.2 Putting an end to Israeli practices and expansionist policies and taking adequate measures to prevent continuation of such policies.

3.3 Extending financial and technical aid by the United Nations and its specialized agencies as well as other international organizations to reconstruct Lebanon and support its economy.

4. Problems of World Peace:

The question of peace in any region in the world has become closely linked with that of world peace as a whole, particularly because life on earth is threatened by the outbreak of nuclear war. General problems related to peace

and security, detente, disarmament, liquidation of imperialism as well as development all require international comprehensive response. Reducing international tension, stopping the arms race, especiallly nuclear arms race, achievement of total disarmament, continuation of struggle against imperialism, colonialism and racism, including Zionism, apartheid, all forms of expansion and foreign occupation, democratiztion of international relations and establishment of a new international economic order have all become objectives not only for Iraq but also for the Non-aligned Movement to which Iraq is affiliated.

To achieve these objectives Iraq has been exerting its efforts for:

4.1 Ending the nuclear arms race and redirecting resources to serve the purposes of peace, development and progress.

4.2 Employment of scientific and technological resources for the advancement of developing countries.

4.3 Employment of nuclear energy for peaceful purposes and enabling developing countries to develop such resources for peaceful purposes, as well as denouncement of any operation aimed to impede this, such as Israel's attack on Iraqi nuclear installations for peaceful purposes.

4.4 Establishment of the New International Economic Order as an integral part of political economic, social and cultural liberation instead of the existing economic

order which is based on exploitation and is not compatible with the requirements of development in developing countries.

4.5 Commitment to the principles and objectives of the Non-aligned Movement, particularly the principle of non-intervention in the internal affiars of other countries and recourse to peaceful means to settle international disputes for the establishment of peace and utilization of national revolutions for the purposes of development.

5. Regional and International Cooperation:

5.1 Regional Cooperation:

Efforts for regional cooperation and joint Arab action reinforce national efforts through carrying out tasks becoming more effective at the regional level as well as securing following up priorities and drawing up national policies.

In this respect, the following measures and programmes are to be adopted:

5.1.1 Need to coordinate programmes and activities of regional character concerned with Arab women s full participation organized by Arab regional organizations such as the Arab League and its specialized agencies, the Economic Commission for West Asia (ECWA), the Commission of Women's Status at the United Nations, Economic Commission for Africa, regional bodies of the UN specialized agencies, as

well as Arab women's organizations. Such coordination should cover research and training as well as design and implementation of joint programmes and projects.

5.1.2 Continuing support for the Arab Women Commission and the specialized organs concerned with women's affairs at the Arab League General Secretariat and providing them with well-qualified personnel to undertake tasks assigned to them.

5.1.3 Extending further support to the Executive Secretariat of ECWA, financially and technically to enable it to pursue its efforts to study, monitor and assess women's conditions in the region as well as extending technical assistance to ECWA to enable it to undertake its growing responsibilities to achieve the goals of the UN Decade for Women and participate in implementation of the prerequisites of this strategy.

5.1.4 Urging Arab funds for development and special funds of Arab ministerial councils to take part in financing regional programmes and projects which have general advantages for women.

5.1.5. Cooperation between Arab organizations and ECWA in publishing a directory of governmental departments and non-governmental organizations concerned with women's issues and containing the names of qualified women in varous economic and social fields to use in technical cooperation and

exchange of experience at Arab and international levels.

5.1.6 Support of efforts made for setting up an Arab centre for information and documentation specialized in Arab women's affairs with offices in Arab countries.

5.1.7 Urging regional technical organs and other institutions concerned with social research to collate statistics and data, conduct studies on women's status within the framework of social and economic transformations and publish them and specialized periodicals and bulletins as well as exchange of such publications.

5.1.8 Calling on Arab regional as well as international bodies to organize regular regional meetings during the period of the strategies up to A.D. 2000 to monitor, follow up and assess changes in women's conditions in the region and propose recommendations to overcome obstacles impeding this strategy.

5.1.9 Exploring the possibility of drawing up appropriate regional policies to provide the resources needed for new programmes and projects so as to achieve further improveent of women's conditions, especially in those countries which are in most need, to train women cadres and support Arab and national women's organizations.

5.1.10 Extending participation of women in official and popular delegations to regional and international

conferences and meetings not only those on women's affairs but other conferences and seminars too.

5.1.11 Promoting cooperation among non-aligned countries to achieve their objectives and increase women's participation in the process of development.

5.2 International Cooperation:

International efforts within the framework of the United Nations and its specialized agencies back up national and regional efforts. National and regional cultures would benefit from their expertise and technical assistance. International efforts include:

5.2.1 Follow-up of studies related to monitoring and assessing what is achieved for women to improve their conditions during the period up to A.D. 2000 as well as publication of studies and reports on patterns and methods of work pursued by member countries to exchange experiences especially in connection with pioneering policies and experiments in developing countries.

5.2.2 Facilitating means of communication and flow of information and data between the United Nations and its agencies on the one hand and national and regional women's organizations on the other. There should also be emphasis on the role of the UN Women's Status Commission as the main international organ within the UN network concerned with

women's issues.

5.2.3 Urging international organizations to pay more attention to technical assistance projects and consider their impact on women when these projects are assessed as well as directing a large share of assistance to special projects for women to enable them to increase their participation in work and production.

5.2.4 Supporting the effective role of the Volunatry Fund of the UN Decade for Women to enable it to continue its efforts to extend technical assistance to projects aimed at integrating women into development, especially those groups of women in most need in rural and urban areas, and enable it to meet growing demand by governments and other organizations for support to women's programmes. UN Member Countries are called upon to extend financial aid to the Fund to meet the growing needs to the projects for the improvement of women's status.

5.2.5 Supportin the UN International Institute for Training and Research to continue its efforts and programmes relating to research and training and extend its services as much as possible.

5.2.6 Calling upon the United Nations to take appropriate measures to support the important role played by ECWA in the fields of women's integration into development and allocating financial and technical resources for it as well as appointing a regional

consultant in women's affairs at the ECWA Executive Secretariat.

5.2.7 Calling women of the world to endeavour to put an end to the Iraq-Iran war and to ensure acceptance of resolutions of relevant UN Security Council and General Assembly, Non-aligned Movement and Islamic Conference Organization.

5.2.8 Calling women of the world to express their solidarity with Palestinian women for the release of detained women in Israeli prisons and for putting an end to violations of human rights in occupied Palestinian territories.

5.2.9 Call by the international community on industrialized countries to seriously endeavour to reduce their huge spending on armaments and reach quickly an agreement on arms race issues as well as preventing international conflicts from spreading to the region as this is the major basis in detente and international cooperation and for the employment of resources for the prosperity of mankind and development of the world.

5.2.10 Raising the ratios of women in the United Nations and its specialized agencies especially in senior positions and extending women's participation in training courses to improve their performance.

5.2.11 Recruitment of women for senior positions and extension of their participation in decision-making.

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